

## **Diversity, Equity, Inclusion, and Anti-Racism Policy**

The Ipswich School District is committed to embedding Diversity, Equity, Inclusion, and Anti-racism in all aspects of education and learning for our students, faculty, staff and community. This should be done in adherence to [Policy IB](#), on “Academic Freedom.”

There are three complementary components necessary to achieve these goals: Curriculum, Experiences, and Professional Development. It is important that each of these occur annually.

### **A. Curriculum:**

The District’s curriculum and activities must holistically represent the world’s many perspectives and voices, including the work, lives and contributions of various marginalized identities such as BIPOC\*, LGBTQ+\*, women, diversely abled, etc. in various fields such as STEM\*, business, government, arts, literature, music, sports, activism and more; and must be informed by pedagogy experts in Diversity, Equity, Inclusion and Anti-racism, and include the history of oppression, injustice, resistance and counter-resistance, education, activism and legislation, as well as current systems of privilege and power.

### **B. Experiences**

The District must provide our school community with the experiences necessary to be aware, thoughtful and active global citizens who are prepared to recognize and promote diversity, equity, inclusion and anti-racism. The District must ensure that these experiences foster an understanding of the repercussions of discrimination, oppression and bias, respect and celebrate differences, and strive towards the creation of equitable and just systems.

### **C. Professional Development**

The District must provide professional development, discussions, and self directed learning on Diversity, Equity, Inclusion and Anti-racism, and other difficult

conversation training to all faculty, staff, administration, and the Committee.

\*BIPOC = Black, Indigenous, People Of Color

\*LGBTQ+ = Lesbian, Gay, Bisexual, Trans, Queer/Questioning, Plus

\*STEM = Science, Technology, Engineering, Math

CROSS REF: IB

APPROVED: May 5, 2022