



2021-22 Recommended District Goals

June 2, 2021

Goal 3: Commit to Diversity, Equity, and Inclusion (DEI) practices

The Hamilton-Wenham Regional School District will meet the evolving and varied needs of all of our students and school community members in a manner that respects and values each individual, and:

- *recognizes, acknowledges, and celebrates the presence of differences in all community members;*
- *promotes justice, impartiality, and fairness;*
- *welcomes and invites diversity in decision-making processes and developing opportunities for our community.*

Deliverables:

By December of 2021, HWRSD staff will participate in training to help build a collective understanding of DEI competencies.

By January 22, the district will have completed a DEI audit in collaboration with an outside consultant

By the end of the 2021-22 school year, the district will have developed an action plan to address deficiencies identified in the DEI audit.

Action Items:

- Summer 2021: Offer DEI-focused book club opportunities for faculty and staff.
- Summer 2021: DEI Leadership Team will partner with the Professional Development Committee to plan DEI-focused PD.
- September 2021: Establish a DEI Advisory Committee with representation from key stakeholder groups.
- September 2021 - January 2022: Complete a DEI audit of the district in collaboration with an outside consultant
- Winter 2022: Host a joint workshop of the HWRSD School Committee, District Leadership Team, and DEI Advisory Committee to review audit findings and create a shared vision for the District's DEI initiative.
- 2021-22 School Year: Provide professional development/learning opportunities to build a collective understanding of DEI competencies amongst staff, students, and community members.

Goal Facilitators: Director of Special Education, Director of Counseling, MRMS Assistant Principal