

## **Introduction:**

The mission of the Ocean Charter School Diversity, Equity, Inclusion, and Belonging Committee (DEIBC) is to move Ocean Charter School intentionally toward being a more diverse, inclusive, and equity-centered environment where all members of the community feel equally recognized, valued, celebrated, and most importantly, feel a deep sense of belonging.

The work we do fosters a deeper understanding and appreciation of the rich identities of self and others and creates a climate where diversity, equity and inclusion drive our decision making, policy guidelines, and recruitment/retention activities. What follows are the strategic goals that will guide our work of our four stakeholders: Students, Parents/Caregivers, Faculty/Staff, Administration/Leadership.

## **Student Equity Goal:**



**Create a supportive and safe environment for all students, specifically students that are from marginalized communities.**



## **Parent / Caregiver Equity Goals:**

**Cultivate the values of inclusivity, equity, and belonging among our parent and caregiver community.**

**Build opportunities for family and community engagement that center anti-bias and anti-racism work.**



## **Faculty Equity Goals:**

**Consistently develop and employ culturally responsive lessons, materials, and techniques in all classrooms.**

**Foster supportive spaces for faculty and staff who are BIPOC, LGBTQIA+, and other non-dominant groups.**



## **Administration / Leadership Equity Goals:**

**Center diversity, equity, inclusion, and belonging in our hiring practices.**

**Incorporate diversity, equity, inclusion, and belonging topics specifically of non-dominant cultures in ongoing faculty & staff professional development.**

**Foster a school culture in which students, especially students from non-majority/non-dominant groups, feel that they belong at OCS.**

