

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.

