

## Hollis-Brookline Diversity, Equity and Inclusion Initiative

SAU41 is committed to nondiscrimination and strives to be an inclusive community. The district recognizes that issues of diversity, equity, and inclusion affect all members of the Hollis-Brookline community regardless of their background.

NH Senate Bill 263 came into effect in September 2019 including:

Section 193:39 Discrimination Prevention Policy Required. Each school district and chartered public school shall develop a policy that guides the development and implementation of a coordinated plan to prevent, assess the presence of, intervene in, and respond to incidents of discrimination on the basis of age, sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion, national origin or any other classes protected under RSA 354-A.

While this law is a benchmark, we are committed to create an even better environment for all students in the Hollis-Brookline community. HB Class of 2020 President, Joshua Ide, said in his graduation speech “I encourage you not just to be tolerant but seek to understand other people. It’s only then they will be willing to listen to your ideas.”

In envisioning the Hollis Brookline graduates of the future, it is the intention of the District to be explicit in the cultivation of a culture that values, respects and encourages our students to engage in difficult conversations with the goal of understanding each other and the world around them. We affirm freedom of speech, logic, reason, debate, and civil discourse and aim to graduate young adults who value those qualities and seek to be known for the content of their character.

For SAU #41, Diversity, Equity and Inclusion are defined as:

**Diversity:** We commit to honoring diversity, which is expressed in many forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status, physical appearance, cultural and personal experience, and political perspective. While group identity is important, we affirm the centrality of the individual student who is ultimately responsible for his or her own thoughts and actions.

**Equity:** Our vision of equity is best displayed in a visual.



Equity provides fairness in resources and opportunities so that all individual students get what they need. As a district, we seek to provide equality of opportunity (not outcomes) to each of our students, helping them access their education in the best way possible for their individual needs and allowing our students to excel to the best of their abilities going forward to prepare to enter a competitive world. We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, (dis)ability, religion, height, weight, or medical condition. Whether our students experience safe, nurturing home environments or are impacted by physical, economic or developmental challenges, our community recognizes that our schools can play an integral role in the facilitation of a student's experience by modeling positive interactions. We understand that creating a culture of mutual respect and value of perspectives can plant seeds of positive change in a child's life.

**Inclusion:** We commit to pursuing deliberate efforts to ensure that our school community is a place where differences are welcomed, different perspectives are respectfully heard and where every individual feels a sense of value, belonging, and inclusion. We know that by creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.

Therefore, may it be resolved that:

1. The SAU #41 school districts will make diversity, equity, and inclusion a strategic priority by actively supporting such efforts.
2. SAU #41 will review its policies and procedures relative to diversity, equity, and inclusion and release a plan to address its findings as a part of SAU #41's strategic five year plan to be developed and voted on by the school boards in 2021.