

Diversity

shall be defined as a fluid concept that includes gender, race, religion, ethnicity, socioeconomic background, linguistic differences, exceptional abilities, sexual orientation, gender identity and expression, variations of talents and abilities, and special needs.



The District promotes an educational setting that is culturally and linguistically responsive along with the use of authentic multicultural literature and resources that reflect today's diverse society and workforce.

The District will communicate the benefits of equity and inclusion in education to all CCSD 46 staff, students, and families through its programs and activities.

The District seeks to recruit and retain employees who reflect a culturally rich and diverse perspective. Staff shall receive training with the objectives of increasing knowledge, skills, and sensitivity in the area of equity and inclusion.



Community Consolidated
School District 46
565 Frederick Road
Grayslake, IL 60030

Community Consolidated School District 46

WELCOMES

- Students of all races, ethnicities, and nationalities
- Students with diverse abilities
- Students who are LGBTQ
- Students of all family structures
- Students who are English language learners
- Students from all socioeconomic backgrounds
- Students regardless of their immigration status



We welcome you.



Community Consolidated School District 46
565 Frederick Road, Grayslake, IL 60030
www.d46.org

Equity and Inclusion Committee

Preamble

We, the families, students, teachers, administrators and staff of Community Consolidated School District 46, believe in the **fundamental and inherent equality, dignity, and value of all who study, participate, and work in our school community.**

We believe, that we, the above listed stakeholders, have a collective responsibility to **create a positive, inclusive, and equitable learning environment.**

We acknowledge the **uniqueness of each individual**, and are committed to understanding personal, cultural, and historical aspects of identity and how these contribute to and enrich our community.

We believe in the freedom of speech and **encourage the expression of diverse opinions** and ideas.

We **reject words and actions of hate, intolerance, fear, and disrespect.**

We affirm that our district and our schools are **safe places for learning, sharing, relationship building, and growth.**

The Equity and Inclusion Committee (formerly known as the Diversity Committee) was formed in 2016 and includes Board of Education members, administrators, staff, students, and parents of CCSD 46.

Beliefs, Values, Guiding Principles

- 1) We reject hate, discrimination, and intolerance in all its forms.
- 2) We support academic excellence for all and recognize our diverse community and the contributions that all make to successful learning.
- 3) We seek to build strategies and solutions to combat and eliminate all forms of discrimination in our school community.
- 4) We value, as teachers, administrators, Board members, staff and volunteers our role in modeling culturally responsive and socially responsible practices for all students.
- 5) We encourage curiosity and inquiry in order to learn from diverse life experiences.
- 6) We support all of our students, and we provide safe environments for them to express ideas and concerns.

For more information on CCSD 46, the Board of Education, and meeting information, please visit our website: www.d46.org

