

## Diversity, Equity & Inclusion

The Office of Diversity, Equity and Inclusion is committed to providing an understanding of the diversity, equity and inclusion (DEI) work within Methacton School District. Our vision is to ensure an exceptional Methacton School District experience for all.



### Q: How does the district define diversity, equity and inclusion?

**A:** Diversity: The broad set of visible and invisible dimensions encompassing all the ways in which people, processes and perspectives differ within the Methacton community.

Equity: The result of ensuring each individual has what they need to succeed. Equity includes identifying and removing personal and system barriers that limit the full participation of all individuals and groups.

Inclusion: The active process of welcoming, respecting, supporting, connecting and valuing individuals while acknowledging the uniqueness or identity of the entire Methacton community.

### Q: What will be the role of DEI Supervisor?

**A:** The Supervisor of Diversity, Equity and Inclusion will work with building principals, department directors and supervisors to develop and implement approaches, strategies, and programs that align with the district defined DEI priorities.

### Q: What is the district's position on Critical Race Theory (CRT)?

**A:** Methacton School District does not teach Critical Race Theory and there are no plans to teach CRT in our schools. CRT is not part of the Methacton-approved curriculum.

### Q: What is the primary role of the DEI Office?

**A:** To serve the students, staff, and the community of the Methacton School District in providing advocacy, oversight, and focus on matters of equity, diversity, and inclusion.

### Q: What topics will the district focus its DEI work on?

**A:** Curriculum, Professional Development, Student Life, and Community Outreach.

### Q: How can I learn more about the DEI Office?

**A:** Visit [www.methacton.org/DEI](http://www.methacton.org/DEI).

AUGUST 2020

Board establishes Office of Diversity, Equity and Inclusion.

NOVEMBER 2020

District engages consultant to assist efforts.

JANUARY 2021

Formation of DEI Leadership Team.

FEBRUARY 2021

DEI Leadership Team hosts public kickoff meeting.

MARCH 2021

Formation of Methacton School District DEI Committee.

Application process opens for Methacton School District DEI Committee.

APRIL 2021

DEI Leadership Team & MSD DEI Committee develop Community Survey (Equity Audit).

MAY 2021

Community Survey (Equity Audit) released to the public (students, staff and community).

JUNE 2021

DEI Leadership Team & MSD DEI Committee analyze Community Survey (Equity Audit) results.

JULY 2021

Summary of Community Survey (Equity Audit) results & recommendations presented to Administration.

AUGUST/SEPTEMBER 2021

Establish goals and action plan.