

Summit Learning Charter is committed to equity to ensure student success, staff retention, and organizational success. Equity acknowledges that we do not all start from the same place and must make adjustments to restore imbalances. Equity entails identifying needs and properly allocating resources that will overcome intentional and unintentional barriers arising from bias or systemic structures. Here is our commitment to equity across various levels:

### **Students:**

- Analyze and restructure grading and attendance policies and communication practices between families and staff
  - ◆ Ensure cultural awareness and respect for customs
- Provide equitable access to resources; such as accommodating different learning styles, interpretation and translation into home languages for students and families
- Support social-emotional learning (SEL) and soft skill development: self-awareness, self-management, responsible decision making, social awareness, and relationship skills
  - ◆ Use SEL resources to cultivate a sense of belonging within our school, foster connections amongst other students and staff, utilize student voices as we grow as a community, and encourage them to engage in ways that feel safe and empowering
- Provide students with the tools to hold conversations about the world that allow them to explore other cultures and perspectives and to understand systemic racism, sexism, ableism, etc.
- Amplify student voices in the classroom to foster more authentic thinking, learning and communicating
- Encourage and sustain parent engagement as integral parts of our community
- Design culturally relevant spaces, such as affinity groups, to support identity development

### **Staff:**

- Create pathways for internships, work experience, early college, technical training, and SAT/ACT prep Do students do this or is that an aspect of the staff's work?
- Present best inclusive teaching practices to teachers and hold them accountable to embodying them
- Conduct curriculum reviews to ensure curriculum options are aligned with our overall mission and vision
- Use culturally relevant, antiracist methods, practices and curriculum
- Create a system of accountability by utilizing SMARTIE (specific, measurable, achievable, realistic, timely, inclusive & equitable) goals
- Promote individual and organizational professional development with key components of DEI (Diversity, Equity, & Inclusion) and SEL (Social Emotional Learning)
- Include all voices, allow everyone to participate in ways that make them feel safe, and to acknowledge (and dismantle) systemic racism, sexism, ableism, etc.
- Develop the skills and resources necessary to discuss social justice issues that arise
- Recruit and retain more diverse applicants
  - ◆ Hire more teachers from underrepresented backgrounds, place BIPOC (Black, Indigenous, People of Color) professionals in positions of power.

**Organizational:**

- Reallocate budget and resources to further DEI goals
- Recruit diversity (staff, students, board of directors)
- Establish and foster partnerships with community organizations
- Apply an equity lens to all endeavours (field trips, events, learning experiences, etc.)