

Diversity, Equity, & Inclusion (DEI)

I often ask myself, 'Am I creating space and opportunity for students and colleagues to show up as their authentic selves? Does my presence create a brave space where others can take risks without fear of judgment? Do I display a willingness to be kind and compassionate towards others? Do I listen deeply beyond just words, but to the feelings of others?' By questioning ourselves and holding ourselves accountable, we each acknowledge that we can be change makers, innovators, and creators within the realm of DEI.

-Kelisa Wing, Chief of DODEA DEI

Diversity, equity, and inclusion are essential to shaping future generations through the action of celebrating, promoting, and creating inclusive school and work environments allowing all people the opportunity to live full, meaningful, and enjoyable lives. As highly mobile military families relocate around the world, their life experiences can change dramatically by world region. It is essential for schools and local community organizations to provide timely resources to incoming military-connected students and families to ensure a level playing field for success. It will take diverse minds, new policies, and strategies across multiple fields of practice to ensure lasting change in the fields of education, medicine, finance, technology, cyberspace, manufacturing, and government.



(Krukov, 2021)

What is diversity?

Diversity is the range of human differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, mental or physical ability, age, ethical values, immigration status, learning styles, family structures, or political perspective. Diversity includes individuals with diverse backgrounds or who have disabilities that have been and remain underrepresented among practitioners in the field and marginalized in the broader society (Exec. Order No. 14035, 2021; Department of Defense Education Activity, 2022).

What is equity?

Equity promotes justice, fairness, and impartiality of opportunities and/or resources among the population. Unlike equality, where treatment, procedures, processes, and distribution may be the same, equity recognizes and compensates for the differences in the population (Milken Institute School of Public Health, 2020; Race Matters Institute, 2014). For example, military students with a physical, intellectual, and/or psychological disability should have the same access to federally funded public schools, but they may need specialized care like their own Individualized Education Program (IEP) or 504 Plan. Military students often face gaps or miss opportunities regarding their education because of their unique situations and/or school policies (MCEC, 2020).

Military families come from a cross-cultural melting pot of different life experiences and may include the intersectionality of other marginalized identities including students from Black, Latino, Indigenous and Native American communities, Asian Americans, Pacific Islanders, or other people of color (Tong et al., 2018). Also consider people from rural areas or of low socioeconomic status, members of religious minorities, lesbian, gay, bisexual, transgender, queer individuals, or others affected by poverty or inequality. Equity requires an understanding of the root causes of outcome disparities within our society (Exec. Order No. 14035, 2021).

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(Quintero, 2019)

What is inclusion?

Inclusion is the practice of recognition, appreciation, involvement, and empowerment of all peoples to be able to experience a sense of belonging. Establishing a sense of belonging or feelings of connectedness upon enrollment at a new school is critical to students' academic and overall well-being (Cantor, 2021; Cozza, 2014; MCEC, 2020; National Academies of Sciences, Engineering, and Medicine, 2019). Inclusion ensures that all feel welcome and able to participate fully in the decision-making processes, development opportunities, and other activities within an organization, community, or group. Inclusion focuses on making sure no one is excluded for reasons like their race, religion, gender, sexual orientation, or any disability (Exec. Order No. 14035, 2021).

"This has become a national security issue that is set to affect us for decades. Without DEI in education, we are ensuring more of the same for the next generation of leaders. Without DEI in our military and other public sectors, we are excluding some of our nation's best minds from solving our biggest problems. If we look at the problems that lie before us today, we should ask ourselves not only what prioritizing DEI would accomplish, but what we stand to lose by doing nothing."

*-Curtis Valentine,
Deputy Director of the Progressive Policy Institute's
Reinventing America's School Project*

DEI Conversation Starters with Children and Youth:

Do you find it challenging to talk about diversity and inclusion? There is no perfect way for parents, teachers, or youth serving professionals to have these types of conversations with military kids. You may experience difficult conversations or even make a few mistakes during these conversations; however, the goal is to move forward together. Remember, it is okay to be vulnerable. Here are a few recommendations (NEA Education Justice, 2017; PBS; Sesame Street):































- Keep it simple by explaining diversity, equity, and inclusion.
- Follow their lead and answer their questions age-appropriately
- Meet them at their level.
- Ask them questions to facilitate their thinking around diversity.
- Keep an open mind and reserve judgment.
- Let them express themselves, freely.
- Watch educational videos and follow up with a group discussion.
- Read books or stories with diverse characters.
- Watch a movie with equal representation of genders, races, and sexual orientations.



(Subiyanto, 2020)

































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For Parents & Professionals	For Parents of Young Children	For School
 <u>What to Do When Experiencing Racism as a Military Member</u> <i>Article by Sesame Street</i>	 <u>Standing Against Racism with Affirmations and Self-Care</u> <i>Article by Sesame Street</i>	 <u>Equity</u> <i>Video by ASCD</i>
 <u>What is DEI?</u> <i>Resource by eXtension</i>	 <u>Explaining Race</u> <i>Video by Sesame Street</i>	 <u>Diversity, Equity, Belonging, Mind, Brain, and Education</u> <i>Article by Independent School</i>
 <u>Agency Equity Plan</u> <i>Executive Summary by U.S. Department of Education</i>	 <u>Choices Against Racism for Military Families</u> <i>Article by Sesame Street</i>	 <u>All Standards, All Students</u> <i>Appendix by Next Generation Science Standards</i>
 <u>DOD Diversity & Inclusion</u> <i>Instructions by U.S. Department of Defense</i>	 <u>What is Racial Literacy?</u> <i>Article by Sesame Street</i>	 <u>Culturally Responsive Education Resources</u> <i>Article by New America</i>
 <u>Blueprint for Continuous Improvement</u> <i>Guide by DoDEA</i>	 <u>Giant: I Am Somebody</u> <i>Video by Sesame Street</i>	 <u>5 Crucial Considerations</u> <i>Article by ASCD</i>
 <u>Diversity, Equity, Inclusion, & Accessibility</u> <i>Report by Office of Inspector General</i>	 <u>Racial Trauma & Responding to Racism</u> <i>Article by Sesame Street</i>	 <u>DoDEA DEI</u> <i>Resource by DoDEA*</i>
 <u>DEI Initiative Report</u> <i>Report by Office of Inspector General</i>	 <u>Never Too Young: Ages and Stages of Racial Understanding</u> <i>Article by Sesame Street</i>	 <u>Rebuilding Teacher Efficacy</u> <i>Video by ASCD</i>
 <u>Advancing Racial Equity and Support</u> <i>Executive Order by The White House</i>	 <u>Breathe, Feel, Share</u> <i>Video by Sesame Street</i>	 <u>El Voices Alma Lopez</u> <i>Video by ASCD</i>
 <u>DEI and Accessibility in the Federal Workforce</u> <i>Executive Order by The White House</i>	 <u>5 Things I Want Other Black Dads to Know</u> <i>Article by Sesame Street</i>	 <u>It's Not Either Or</u> <i>Video by ASCD</i>
 <u>What Does DEI Mean in the Workplace?</u> <i>Article by Built In</i>	 <u>A Military Families' Activity Book</u> <i>Printable by Sesame Street</i>	 <u>Gender Equity in Education</u> <i>Video by ASCD</i>

*DoDEA DEI referenced as a standard























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 <u>What is Equity?</u> Video by Robert Wood Johnson Foundation	 <u>What We Love</u> Printable by Sesame Street	 <u>It's Not Enough to Do Equity</u> Video by ASCD
 <u>How to Teach Diversity and Inclusion</u> Article by kidsconnect	 <u>What I Want for the World</u> Printable by Sesame Street	 <u>2022 ASCD Agenda</u> Video by ASCD
 <u>The Importance of DEI in Government</u> Article by The Commission Project	 <u>Great Things</u> Video by Sesame Street	 <u>Vision for Education in America</u> Article by U.S. Department of Education
 <u>Equity & Education: Dialogue, Leadership, & Action</u> Resource by Aspen Institute	 <u>Joyful Moments</u> Printable by Sesame Street	 <u>Advancing DEI and Support for Underserved Communities</u> Executive Order by The White House
 <u>Truth, Racial Healing, & Transformation</u> Article by W.K. Kellogg Foundation	 <u>Sing Along</u> Printable by Sesame Street	 <u>Public School Teachers by Race/Ethnicity</u> Article by NCES
 <u>Not For Ourselves Alone</u> Resource by PBS	 <u>I Am Somebody</u> Printable by Sesame Street	 <u>Equity and Inclusion in Research</u> Video by Institute of Education Services
 <u>Additional Resources</u> Resource by National Academies	 <u>Beautiful Me</u> Printable by Sesame Street	 <u>All Standards, All Students</u> Resource by Next Generation Science Standards
 <u>Talking to Kids About Race and Racism</u> Article by PBS	 <u>Explaining Race</u> Video by Sesame Street	 <u>Equitable Learning Library</u> Resource by Building Equitable Learning Environments
 <u>A Discussion Guide</u> Article by PBS	 <u>Musical Show & Share</u> Video by Sesame Street	 <u>5 Big Ideas</u> Article by Sesame Street
 <u>White House Gender Policy</u> Executive Order by The White House	 <u>Community Song</u> Video by Sesame Street	 <u>Integrating Equitable Principals</u> Article by Design Principals for Schools



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 <p><u>Change the Narratives with Science & Research</u> Resource by the Forum</p>	 <p><u>The Welcome Garden</u> Video by Sesame Street</p>	 <p><u>Teacher Competencies</u> Article by New America</p>
 <p><u>National Equity Project</u> Resource by National Equity Project</p>	 <p><u>Taking Care of Ourselves</u> Video by Sesame Street</p>	 <p><u>Leadership for Educational Equity</u> Resource by Leadership for Educational Equity</p>
 <p><u>DEI in the Workforce</u> Printout by opm.gov</p>	 <p><u>The Friends in Your Neighborhood</u> Video by Sesame Street</p>	 <p><u>Learner Variability Navigator</u> Resource by Digital Promise</p>
 <p><u>Diversity, Equity, & Inclusion</u> Article by Office of Inspector General</p>	 <p><u>Kids Talk About: Race & Racism</u> Video by PBS</p>	 <p><u>Changing Lives and Changing Schools</u> Resource by Mass Insight</p>
 <p><u>Equity Action Plan</u> Article by U.S. Department of Education</p>	 <p><u>Talking to Young Children About Race & Racism</u> Article by PBS</p>	 <p><u>Turnaround for Children</u> Resource by Science of Learning & Development Alliance</p>
 <p><u>Equity vs. Equality</u> Article by Milken Institute of Public Health</p>		 <p><u>New Programs</u> Printable by Institute for Student Achievement</p>
 <p><u>Racial Equality or Racial Equity</u> Article by Race Matters Institute</p>		 <p><u>Designing Aligned School Models</u> Guide by Designing Aligned School Models</p>
		 <p><u>Protecting Education as a Civil Right</u> Guide by Learning Policy Institute</p>



**Each cell is linked to additional resources*

DoDEA DEI Observances <i>*DoDEA as the standard district model for Local Education Agencies</i>	
<u>Women's History Month</u> March is Women's History Month – a time to honor the contributions of women in American history.	<u>Martin Luther King, Jr. Day</u> The Department of Defense (DoD) will join the nation in celebrating Dr. Martin Luther King Jr. Day.
<u>Women's Equality Day</u> DoDEA celebrates Women's Equality Day and the passage of the 19th Amendment to the Constitution which guarantees all American women the right to vote.	<u>Black History Month</u> Black History Month celebrates the achievements by African Americans and a time for recognizing their immeasurable impact on the history of the United States.
<u>Students with Disabilities Awareness Month</u> March is Students with Disabilities Awareness Month! DoDEA is committed to empowering our super students by increasing awareness and promoting independence, integration, and inclusion of all students with disabilities.	<u>Juneteenth</u> Juneteenth (a blending of the words June and nineteenth), also known as Freedom Day, is an American holiday and is the oldest known celebration of the end of slavery in the United States.
<u>National Native American Heritage Month</u> DoDEA joins the nation in recognizing Native Americans for their respect for natural resources and the Earth, having served with valor in our nation's conflicts and for their many distinct and important contributions to the United States.	<u>Holocaust Remembrance</u> DoDEA joins the world in honoring the six million Jews murdered in the Holocaust—as well as the millions of non-Jewish victims of Nazi persecution.
<u>National Hispanic Heritage Month, September 15 - October 15</u> Hispanic Heritage observations began in 1968 as Hispanic Heritage Week under President Lyndon Johnson and were expanded by President Ronald Reagan in 1988 to cover a 30-day period. The expansion was enacted into law on August 17, 1988, on the approval of Public Law 100-402.	<u>Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ+) Pride Month</u> Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Pride Month is a nationally recognized observance in the month of June. During this period, the LGBTQ community, its advocates, and allies celebrate by promoting diversity, inclusion, community, unity, and PRIDE.
<u>National Disability Employment Awareness Month</u> Every October, we observe National Disability Employment Awareness Month to recognize the contributions, dedication, and talents of Americans with disabilities who are a vital part of our workforce.	<u>Asian American Pacific Islander (AAPI) Heritage Month</u> The observance of Asian American Pacific Islander Heritage Month is an occasion to remember the patriotism of AAPIs who have served, or are currently serving, in the DOD, our nation and, specifically, here at DoDEA.



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