

# FSD Framework for Cultivating Diversity, Equity, Inclusion & Belonging



(Awareness)

## I. Awareness and Identity

- A. Recognize we are all multi-dimensional people.
- B. Encourage self-efficacy in learning new ideas and concepts.
- C. Be aware of and notice when injustice occurs.
- D. Demonstrate empathy and compassion for self and others.
- E. Demonstrate cultural awareness of self and others.
- F. Recognize your own feelings and ideas about diversity.

(Knowledge)

## II. Diversity and Knowledge

- A. Build empathy, respect, understanding and connection.
- B. Encourage and practice collaboration, community, and teamwork among diverse people.
- C. Mirror student experiences in content.
- D. Recognize one's ability to make a difference.
- E. Utilize critical thinking skills at school and home.
- F. Integrate various practices of storytelling, restorative practices, and other mediums for deeper learning to support broader understanding of content.
- G. Be curious about learning of others' experiences.
- H. Practice open-mindedness.

(Skill)

## III. Equity and Inclusion

- A. Demonstrate empathy for those hurt by stereotypes and other forms of bias.
- B. Integrate multiple perspectives to enhance course rigor and critical thinking.
- C. Recognize and value diversity in thought and practice.
- D. Become an upstander for others when bullying and name-calling occur.
- E. Recognize and celebrate that there are both differences and similarities in our communities.

(Belonging)

## IV. Community and Belonging

- A. Value teamwork and collaboration with different people.
- B. Utilize affective statements and restorative communication practices as standard practices in and out of the classroom.
- C. Utilize culturally responsive practices to diverse perspectives.
- D. Create safe spaces for learning and critical thinking.