



Awareness and Identity

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

Community and Partnerships

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

FSD Framework for Cultivating Diversity, Equity, & Inclusion

Diversity and Knowledge

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

Equity and Inclusion

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