



# CORVALLIS SCHOOL DISTRICT

## OUR VISION

We are committed to equitable access to an inclusive and rigorous learning experience and an outcome that honors each student's race, culture, socioeconomic status, language, ability, gender and sexual orientation, resulting in engaged citizens and leaders of the future.

## GUIDING PRINCIPLE

We will engage families and community as partners to inform our work towards achieving our mission and honoring our core beliefs.

## ACTIONS

We commit to equity in action. Our students, staff, and parents/guardians developed a set of action statement that are derived from their real world experiences. Equity Look Fors were created by the District Equity Leadership Team Advisory (DELTA) consisting of students, staff, and parents/guardians representing diverse cultures and languages from across our community.

## EQUITY CORE BELIEFS

1

We must actively work to address inequities that persist in our educational system, including fostering inclusive and equitable access.

2

Everyone brings intrinsic value and benefits when individuals are acknowledged, understood, and treated respectfully and equitably.

3

Better decisions emerge when diverse perspectives are intentionally included in a collaborative process.

4

Trust is essential to strengthening relationships and to achieving our mission.

The Corvallis School District does not discriminate on the basis of age, citizenship, color, disability, gender expression, gender identity, national origin, parental or marital status, race, religion, sex, or sexual orientation in its programs and activities, and provides equal access to designated youth groups. The following person has been designated to handle inquiries regarding discrimination: Jennifer Duvall, Human Resources Director and Title IX Coordinator, [jennifer.duvall@corvallis.k12.or.us](mailto:jennifer.duvall@corvallis.k12.or.us) 541-757-5840 | 1555 SW 35th Street, Corvallis, OR 97333



# CORVALLIS SCHOOL DISTRICT

## EQUITY RESOURCE

Equity Look Fors were created to assist facilitators with a set of ideas that provides all people with emotional safety, multiple opportunities to actively engage, and to ensure each person is heard and valued.

## REFLECTION

Facilitators use the Equity Look Fors to plan participant engagement, make activity adjustments during the meeting, and encourage each person to reflect on their own actions.



**Tip:** Plan to use 1, 2, 3, 4 for each meeting. Make a goal to use at least one Look For from 5, 6, 7, 8 at every meeting.

## EQUITY LOOK FORs

1

People are referred to by their preferred name.

2

Every time people meet there are planned opportunities for getting to know one another across cultures and languages.

3

Facilitators and participants provide each person at least a 10 second wait time before moving on so that the person sharing has enough time to get their thoughts communicated.

4

Facilitators provide visual, auditory, written, and hands-on activities so that participants have multiple ways to communicate.

5

Participants represent different cultures and communities as a result of intentional district outreach and relationship-building.

6

Activities provide opportunities for lived experiences and formal education and training to be shared and seen as equal value.

7

Facilitators and organizers plan ahead of time for language considerations, interpreting and translating, transportation, abilities, childcare, and dietary needs.

8

Facilitators intentionally acknowledge and recognize that people in the meeting are experiencing challenges and barriers.