

NEWS FROM PSYCHOLOGICAL SERVICES



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Diversity, Equity and Inclusion in our Schools

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What is Diversity, Equity, and Inclusion?

Diversity, Equity, and Inclusion represent a set of principles and practices aimed at creating environments where all individuals are valued, respected, and provided with equal opportunities. Here's a breakdown of each component:

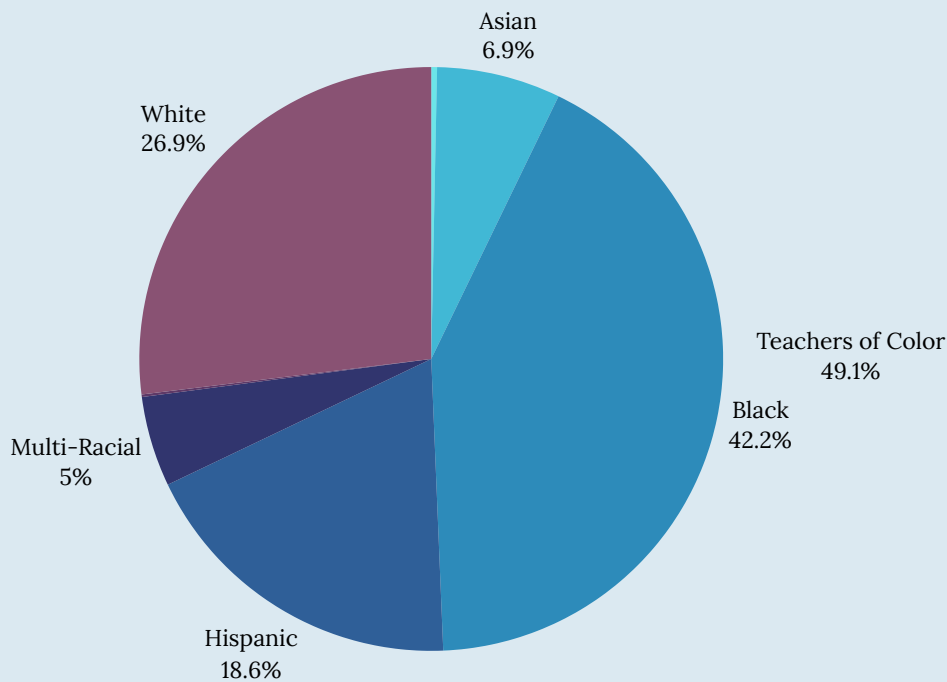


DEI Myths	Reality
Diversity is only about representation.	Diversity encompasses a wide range of identities, perspectives, and experiences beyond visible characteristics.
Equity means treating everyone the same.	Equity involves recognizing and addressing systemic barriers and providing individuals with the specific support they need to achieve fair outcomes.
Inclusion is just about being nice to everyone.	Inclusion goes beyond politeness and involves creating an environment where all individuals feel valued, respected, and empowered to fully participate and contribute.
DEI is a 'soft' issue that doesn't impact the bottom line.	DEI has tangible impacts on organizational performance, innovation, employee engagement, and customer satisfaction.
We are already diverse, so we don't need to focus on DEI.	Diversity alone does not guarantee inclusion or equity. It's important to actively cultivate an inclusive culture and address systemic barriers to ensure that all individuals feel valued and have equal opportunities.

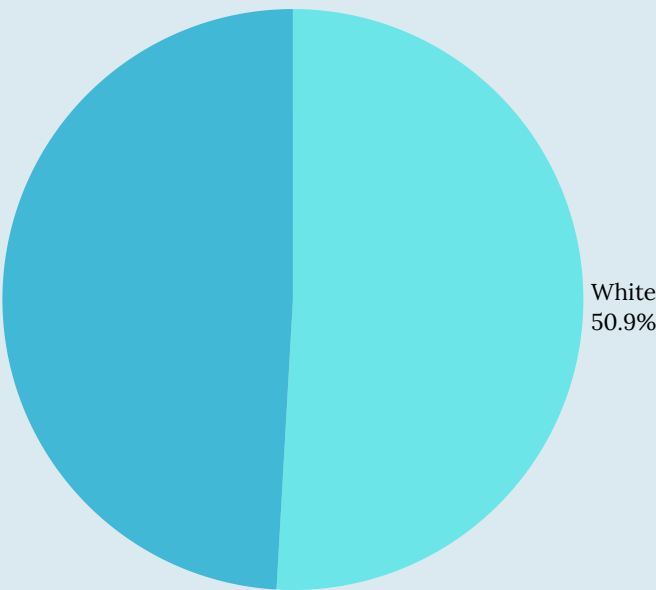
Here are some ways to look at DEI in your classroom:

1. **Culturally Responsive Teaching:** Educators should employ teaching practices that honor and incorporate students' cultural backgrounds, languages, and experiences. This approach recognizes the value of diversity and leverages it to enhance learning outcomes.
2. **Inclusive Classroom Environment:** DEI fosters an inclusive classroom climate where all students feel welcomed, respected, and supported. It involves creating opportunities for open dialogue, actively addressing bias and discrimination, and promoting empathy and understanding among students.
3. **Equitable Access to Resources:** DEI ensures that all students have equitable access to resources, opportunities, and support systems. This includes addressing disparities in educational materials, technology, extracurricular activities, and specialized services to ensure that every student has what they need to thrive.
4. **Addressing Bias and Stereotypes:** Educators should actively work to identify and challenge biases and stereotypes that may exist in the classroom. This involves promoting critical thinking, encouraging empathy, and fostering an environment where students can engage in open and honest discussions about social issues.
5. **Collaborative Partnerships:** DEI extends beyond the classroom and involves building partnerships with families, community organizations, and diverse stakeholders to support students' holistic development and address systemic barriers to equity.
6. **Social and Emotional Learning:** DEI encompasses the promotion of social and emotional learning (SEL) to help students develop empathy, self-awareness, and interpersonal skills. This includes addressing issues of social justice, equity, and inclusion as part of the learning process.
7. **Support for Diverse Learners:** DEI involves providing tailored support for diverse learners, including students with disabilities, English language learners, and students from marginalized communities. This support includes differentiated instruction, culturally responsive interventions, and accommodations to meet individual needs.

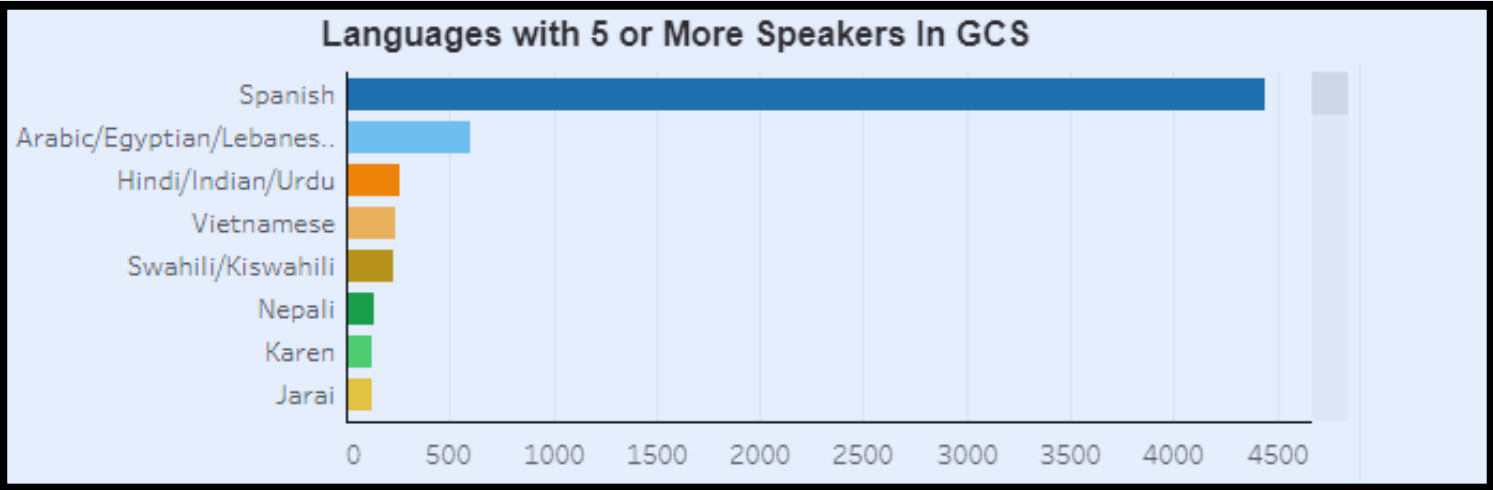
GCS's Student/Staff Demographics



The above pie graph represents the student demographic makeup in GCS as of the 2023-24 school year



The above pie graph represents the staff demographic makeup in GCS as of the 2023-24 school year



The above bar graph represents the student linguistic makeup in GCS as of the 2023-24 school year

To learn more, please refer to the DEI department page's link below:

Diversity, Equity and Inclusion / Diversity and Inclusion Home Page

Guilford County Schools, the third largest school district in North Carolina and the 50th largest of more than 14,000 in the United States, serves more than 70,000 PK-12 students at 126 schools.

 [gcsnc.com](https://www.gcsnc.com)

Resources:

- Teaching For Change - www.teachingforchange.org
- Teaching Tolerance - www.tolerance.org
- ESL Instructors and Students Resources - owl.english.purdue.edu/handouts/esl/eslstudent.htm
- The National Association for Multicultural Education (NAME): <https://www.nameorg.org/>
- Public Schools First: LGBTQ Youth and Schools - <https://www.publicschoolsfirstnc.org/wp-content/uploads/2018/10/LGBTQ-Youth-and-Schools.pdf>
- Equity Literacy Institute: <https://www.equityliteracy.org/>
- Racial Equity Tools: <https://www.racialequitytools.org/>
- Equity, Diversity, and Inclusion (EDI) Podcast Series - [https://www.nasponline.org/resources-and-publications/resources-and-podcasts/diversity-and-social-justice/social-justice/equity-diversity-and-inclusion-\(edi\)-podcast-series](https://www.nasponline.org/resources-and-publications/resources-and-podcasts/diversity-and-social-justice/social-justice/equity-diversity-and-inclusion-(edi)-podcast-series)

Upcoming Webinars 2024:

- #28021 GCS-EQUITY: Courageous Conversations in Schools
- #15916 GCS-PROFLRN: Educational Equity in Blended Learning
- Equity and Excellence for ALL - NCDPI Office of Advanced Learning & Gifted Education
- Equitable Access to Dispute Resolution Resources for Families - NCDPI Office of Exceptional Children

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