

Guidance to improve Diversity, Equity, and Inclusion (DEI) in your Homes and Businesses

"Equity is not just about addressing the social construct of race or cultural competence, rather, it is examination of all parts of the system that either perpetuate or disrupt inequitable outcomes." Shamar Edwards, AUSD Senior Director of Equity

5 Focus Areas

1. Heart and Mind

- Do you have the mindset and willingness to create conditions for inclusivity?
- Are you willing to explore and learn about cultures that are different from your own?
- Are you willing to examine your own bias?
- Do you understand intersectionality and the influence it carries on your world views? (examples: social economic status, ethnicity, race, language, ability, age, gender, religion, location, etc.)

2. Representation

- Who does your organization reflect?
- Could anyone come to your home or business and see themselves reflected? What is on display? Who is on display? What music is played? What product/food is served?
- Who is acknowledged/celebrated? Who is not?

3. Customer Service

- What is your customer's experience? How do you know?
- How do you build trust?
- How do you respond to positive and critical feedback?

4. Build Capacity

- Do your family members regularly engage in conversations around race, inclusion, and justice for all?
- Do your employees engage in DEI and Emotional Intelligence training?

5. Progress Monitoring

- What metrics are in place to examine growth on DEI topics?
- How do you reflect on areas of strength and areas for improvement?
- Is there an expectation of accountability and tangible growth?

Follow Up

To contact us and/or to stay up-to-date on our equity initiatives (workshops, programs, and events), click the following links:

Office of Equity website

<https://www.alamedaunified.org/departments/office-of-equity>

Social Media (Instagram)

Alameda Unified School District Office of Equity (@ausd_officeofequity)