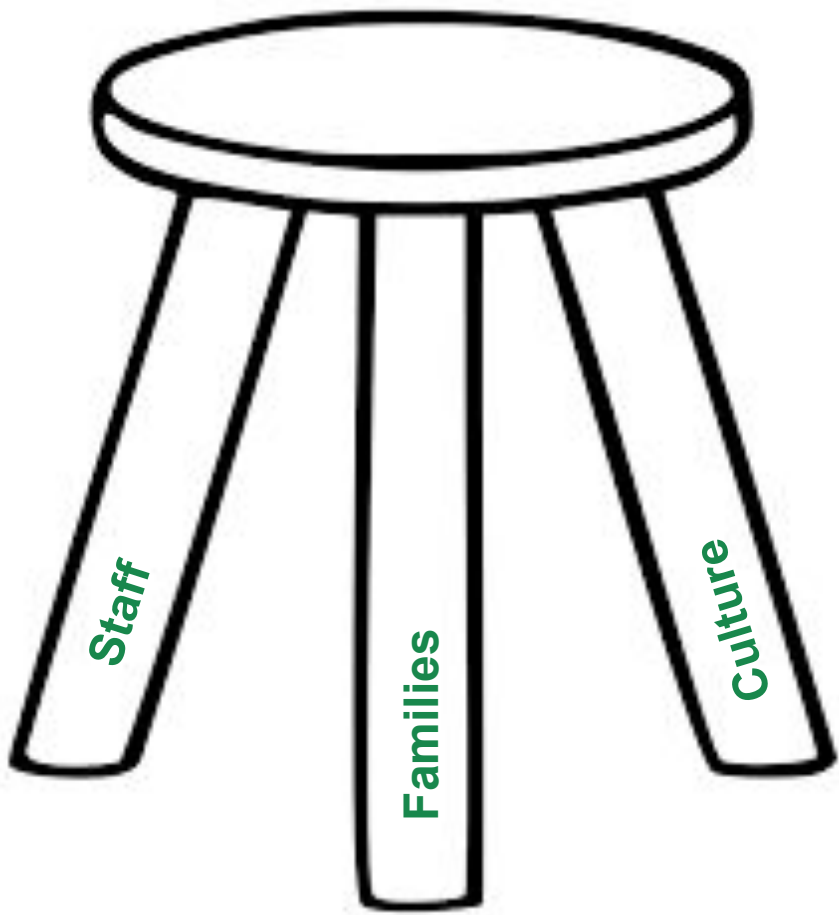




DEI

Diversity, Equity and Inclusion



EE

Families

Parent Meetings

- Somali - Monthly
- Spanish - Quarterly
- Edina Asian American Alliance - Quarterly
- American Indian - Monthly
- Currently assessing the needs of Ukrainian/Russian families

Interpretation

- Simultaneous interpretation
 - Spanish & Somali

Translation

- Key district messages in partnership with

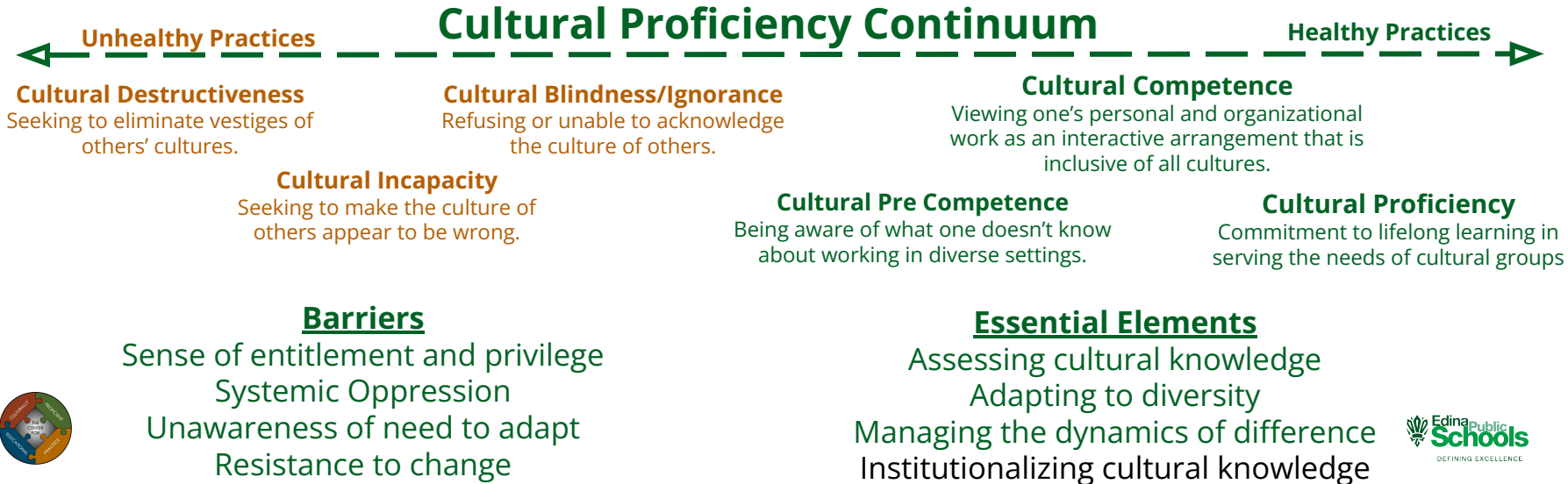


Tools:

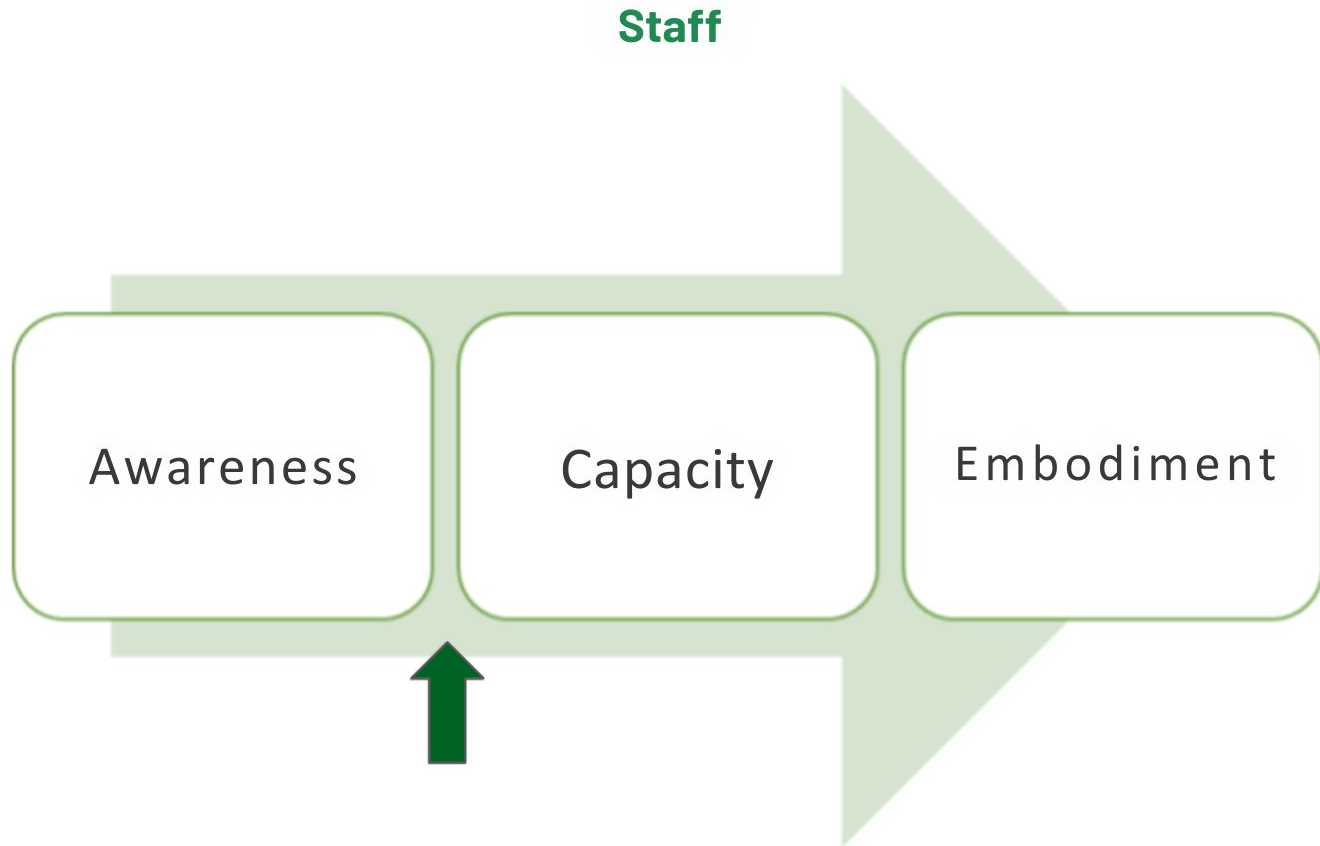
- Guiding Principles
- Overcoming the Barriers
 - Continuum
 - Essential Elements

Guiding Principles

- Culture is a predominant force in people's and schools' lives.
- People are served in varying degrees by the dominant culture.
- People have personal identities and group identities.
- Diversity within cultures is vast and significant
- Each culture group has unique cultural needs.
- The best of both worlds enhances the capacity of all.
- The family, as defined by culture, is the primary systems of support in the education of children.
- School systems must recognize that marginalized populations have to be at least bicultural and that this status creates a unique set of issues to which the system must be equipped to respond.
- Inherent in cross-cultural interactions are dynamics that must be acknowledged, adjusted to, and accepted.

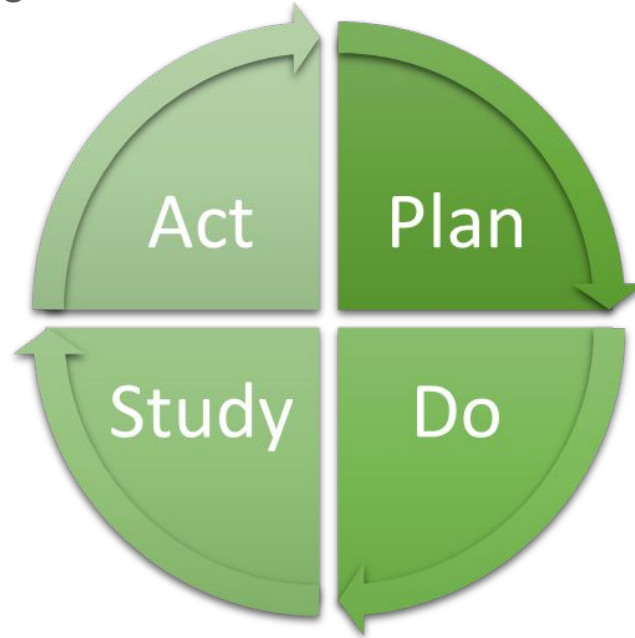


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Awareness

Adjustments to building initial staff awareness was needed in the 23-24 SY



Shifting How Awareness is Developed

Four day introductory seminar to the four components of cultural proficient shifted to a one day seminar

10% of staff have gone through the 4 day seminar

In the 24-25 SY

- 1 day seminar for all teaching staff
- Work with department leads to develop training specific to each department
- Elements of CPSS embedded in all district facilitated training
- Principal Coaching on CPSS specific to building



Culture

Culture is the values, beliefs, behaviors and material objects that together form a people's way of life.

Some of the ways we are forming the Edina way of being

School Board: How the board reviews policies and asks questions grounded in the tools of CPSS.

Curriculum Review: Teams using the tools to review resources and choose new resources.

CPSS Teacher Toolkit: Coming for the 24:25 SY.



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