

## Statement from the Ararat Charter School Governing Board on Bias, Diversity, and Social Justice

As the Ararat Charter School Governing Board, we deeply care about and believe in the mission of our school. It is to educate students to their maximum potential in an environment that actively engages students in rigorous and relevant programs, promotes academic excellence and **values cultural and linguistic diversity**, and creative expression. Developing the **whole child** is the primary objective of all Ararat Charter School programs.

Our Vision: Our children will...

- achieve academic excellence in an environment that emphasizes critical thinking, self-inquiry, and collaboration
- engage in Fine Arts programs, such as visual and performing arts
- acquire literacy in information technology
- demonstrate positive attitudes and acquire appreciation of **cultural diversity**
- act with a sense of **civic responsibility** and demonstrate **social consciousness**
- practice good habits of personal fitness and well-being

Ararat Charter School believes in diversity and welcomes students and families from all over the world. It is important that we embrace each other's differences, including race, ethnicity, nationality, religion, marital or parental status, physical or mental disability, sexual orientation, gender, gender identity, gender expression, and socioeconomic status. We must continue to look out for each other, create safe spaces for our youth, and teach our impressionable young people to treat everyone with kindness and empathy. Our mission is to continue to provide a safe school where every student can learn and thrive.

As such, we are taking strategic and sustained action to empower our students and educators with tools they need to ensure that the teaching and learning at Ararat Charter School includes equitable practices in our classrooms and campus environments, demonstrated through our actions and attitudes that encourage civic responsibility and highlight the values and benefits of cultural and linguistic diversity.

Ararat Charter School will be intentional in addressing any inequities found in our immediate educational system. We establish the four objectives, below, and commit to directing resources and monitoring progress towards these objectives:

- Objective 1: Acknowledge and address the impacts of implicit bias on and within our educational system.
- Objective 2: Engage explicitly in educator professional development around implicit bias, the importance and value of diversity, and ways to appropriately address equity.
- Objective 3: Critically analyze our curriculum for concerns of implicit bias and ensure what we teach represents the histories of all peoples and teaches students to become critical thinkers and changemakers.
- Objective 4: Develop a collaborative system for inclusive partnerships with parents and community/stakeholders to ensure a well-rounded and effective student support system against implicit bias, in support of diversity and equity.

At Ararat Charter School, the decisions we make are made in the best interests of students.

In Unity,

Ararat Charter School Administration and Governing Board