DAERR- Draft Definitions

Draft Definitions	Why is this concept important to Bloomfield Hills Schools?
Diversity – Diversity is a general term indicating that people who differ from one another are present in an organization or group. It refers to ethnicity, language, gender, age, ability, sexual orientation, and all other aspects of culture (Robins, K.N., Lindsay, R.B., Lindsay, D.B., & Terrell, R.D., 2006).	Embracing diversity in all its forms enables students and adults to gain the benefits that multiple perspectives bring to the learning environment. The respect communicated when diversity is embraced helps individuals operate at full capacity of heart and mind, thus facilitating efficacy, critical thinking and the opportunity for the best possible outcomes.
Academic Equity - A measure of achievement and fairness through comprehensive educational policies, practices, and programs that: ● Eliminate educational barriers based on race/ethnicity, color, disability or other demographic factors. ● Provide equal educational opportunities and ensure that historically underserved or underrepresented populations meet the same rigorous standards for academic performance expected of all children and youth. *(Adapted from [http://www.napequity.org/nape-content/uploads/Educ-Equity-Defined.pdf)](http://www.napequity.org/nape-content/uploads/Educ-Equity-Defined.pdf)*	The strategic mission of the Bloomfield Hills Schools is to be accomplished for ALL students. It is neither consistent with our mission, nor ethical, to allow lower levels of performance to persist for any particular student profile or demographic. When academic equity is not achieved, it is incumbent upon the district to enact measures to close gaps in performance.
Race Relations - The ways in which people of different races living together in the same community behave towards one another. http://www.collinsdictionary.com/dictionary/american-cobuild-learners/race-relations As defined by Robert E. Park (1939), the concept refers to all relationships which are capable of producing race conflict and race consciousness and which determine the relative status of groups in the community.	It is an important value for our school district and community to understand and appreciate a variety of cultures, and to have deep capacity for respect and empathy in relating to individuals and groups of all races as we prepare our students to participate in a global and interconnected world.

Cultural Competency - The ability to successfully teach students who come from cultures other than your own. It entails developing certain personal and interpersonal awareness and sensitivities, learning specific bodies of cultural knowledge, and mastering a set of skills that, taken together, underlie effective cross-cultural teaching (Moule, 2012).	With students being more diverse than ever, culture plays a critical role in learning. Cultural Competency is a set of skills that will: ● Lead to more effective teaching ● Better equip educators to reach out to student's families ● Help address student achievement gaps ● Help reinforce American and democratic ideals