



The Office for Diversity, Equity & Inclusion Objectives

Short Term Objectives

- Help to enhance the diversity profile of students, faculty, and administrative staff by developing innovative programs and training to improve systemic school climate.
- Continually raise awareness of district policies and guidelines related to diversity and why their implementation is critical to student achievement and success.
- Provide educational opportunities for all staff and personnel guiding them to tangible methods for implementing and integrating training concepts in their everyday work.

Long Term Objectives

- Conceptualize, define, assess, nurture and cultivate diversity as an institutional and educational resource and asset.
- Serve in an advisory capacity to all diversity initiatives within the system.
- Implement strategies designed to intentionally move the culture of the organization.

GCS Diversity Office Services

- Develop, coordinate and facilitate cultural & diversity training for all Guilford County Schools staff, faculty and personnel
- Represent issues of diversity to board members, superintendent and administrators
- Research and identify external resources, materials and information to supplement cultural competency and follow-up
- Act as a liaison to families, community partners and students to help address diversity concerns and issues
- Develop and coordinate diversity initiatives and events throughout the district
- Design and implement cultural audits, surveys and other benchmark tools for measuring cultural change in the institution
- Assist schools and administration in reaching families of diverse background
- Provide for mediation and facilitation on issues of diversity
- Provide analysis and evaluation of district projects to ensure compliance with core "diversity" values
- Sponsor mini workshops, such as "Diversity Brown Bag Lunch Discussions" for members of board, staff and community
- Sponsor the development of a Cultural Resource Room to provide staff, students and personnel with resources of materials, books, films and learning seminars to support growth.