

Diversity, Equity, and Inclusion in our School Community

Alloway Township School -
April 26, 2022

Pamela Southard
Chief School Administrator



What is DEI?

- **Diversity**
- **Equity**
- **Inclusion**

Beginning in the 2021-2022 school year, each school district shall incorporate instruction on diversity and inclusion in an appropriate place in the curriculum of students in grades kindergarten through 12 as part of the district's implementation of the New Jersey Student Learning Standards. [C.18A:35-4.36a](#)

What is Diversity?

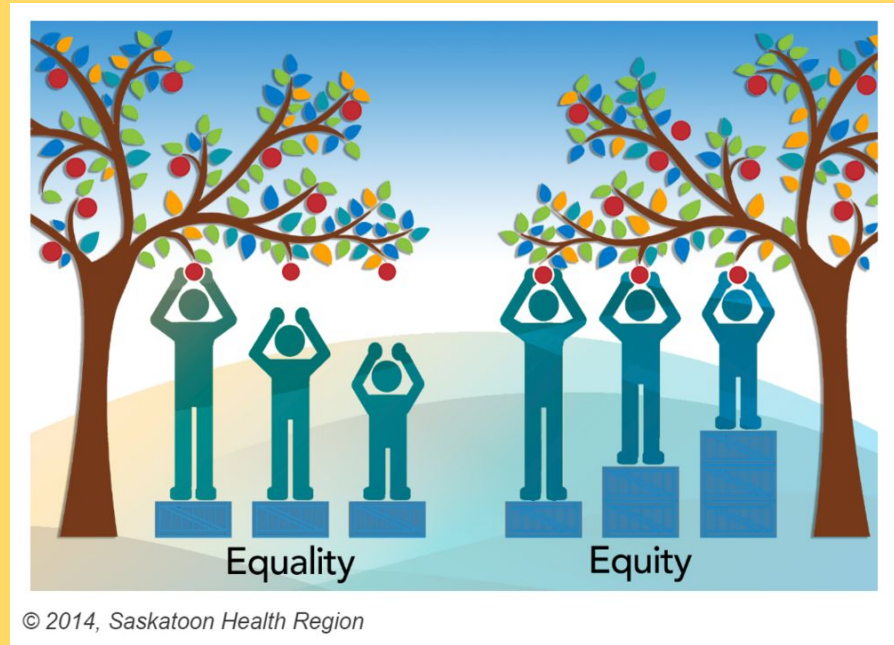
Diversity is what makes people different from each other. This includes race, ethnicity, gender, sexual orientation, socio-economic status, academic ability, physical disabilities and/or religious beliefs.



What is Equity?

Equity in education is providing all students with the resources they need to be successful.

Equality provides the same for all, which may not support all students with what they need.



What does Inclusion Mean?

Inclusion means that all students are full and accepted members of their school community, in which their educational setting is the same as their non-disabled peers, whenever appropriate.



Is Our Curriculum Equitable, Diverse and Inclusive?

Teachers in Professional Learning Communities provided examples of diverse lesson plans. Lesson plans include modifications for differentiated instruction. The following slides are examples of how each grade level/content area addresses diversity, equity, and inclusion throughout the year.



Preschool

Classes can read the books, “It’s OK To Be Different” by Todd Parr, “The Crayon Box that Talked” by Shane DeRolf and “Elmer the Patchwork Elephant” by David McKee. We practice sharing, turn taking and inclusion in play. Teachers provide students with individualized supports and practice with students everyday that it is OK for some students to work towards something or need something that not everyone needs or has access to. We learn about different holiday celebrations is different cultures and religions. Scholastic News is a resource that provides information about different life experiences, these are available on multiple platforms.

Kindergarten

Students have access to a diverse selection of books that are read aloud and are available for independent reading. Classes learn about “Holidays Around the World” highlighting the many ways that the Winter Holidays are celebrated.

Elmer the Elephant Read Aloud- Math Chapter 13 Lesson 1- recognizing everyone is different/ introduction to sorting and classifying

Helpers in the Community- Unit 7 Language Arts, The Bad Seed, Ron’s Big Mission

Differentiated activities during centers/modifications

First Grade

Students have access to a diverse selection of books that are read aloud and are available for independent reading including, Henry's Freedom Box, Stand Tall, Molly Lou Melon, Fair Shares, Enemy Pie, Chrysanthemum, The Invisible Boy and Matthew and Tilly. Classes learn about "Holidays Around the World" highlighting the many ways that the Winter Holidays are celebrated. Throughout the year students read books by authors of diverse backgrounds. During Black History Month, teachers provide opportunities for students to do more in-depth study of influential Black Americans. Students are provided with differentiated materials and instruction based on needs of individual learners.

Second Grade

Students have access to books that include a diverse selection of authors and characters. These books are shared as interactive read alouds and include characters with different abilities, ethnicities, and socio-economic backgrounds. We also read biographies of diverse people. Some of these books include Those Shoes, Ruby the Copycat, Hooray for Wodney Wat, Wemberly Worried, Galimoto, Helen Keller, Jackie Robinson, Mae Jemison, Yard Sale.

For Social Studies, the TCI series incorporates lessons about diverse communities and Native American Cultures. We study Holidays Around the World to provide exposure to different cultures and how they celebrate the Winter Holidays.

We use Scholastic News magazines to incorporate lessons about diverse people. There are videos to accompany the magazine to enhance learning.

Differentiation and modifications are provided to accommodate diverse learning styles.

Third Grade

Students have access to diverse texts throughout the year written by authors and/or include characters and settings from diverse backgrounds. Some examples of these texts from ReadyGen SAVVAS include, Brave Girl: Clara & the Shirt Waist Maker's Strike of 1909, Back of the Bus, The Year of Miss Agnes, and Deep Down and Other Extreme Places to Live. The texts this year include topics such as segregation, democracy in government, immigration, and women's rights. Instruction is differentiated and provides students with resources they need to support their learning and meet learning objectives. For instance, equitable instruction in math may provide access to manipulatives, charts, and/or modified assignments/assessments.

Fourth Grade

When working through word problems and examples in math, students will be exposed to a diverse range of names, scenarios, and family dynamics. In science class, students will learn about scientists with different backgrounds, too.

Equity is important and especially for students with IEPs. The students need the resources to be successful. This can be modified assignments/assessments, manipulatives, drawing pictures, etc.

Students experience diverse settings and characters from stories such as, Porpoises in Peril, The Longest Night, and Why the Sea is Salty. In both social studies and science, videos are used to allow students to connect their background knowledge and similarities with the topics presented. The social studies curriculum, TCI, also incorporates topics such as different populations, socio-economic statuses, and culture as we explore the geography of America and New Jersey.

Fifth Grade

Students learn about the contributions and experiences of different groups of people during American History. The Age of Exploration talks about the experiences of the Native groups that inhabited this continent. The settlement of the colonies takes time to focus on the ways women and African Americans had very different experiences from the groups that are more often referenced. During the unit on the Constitution, students study how the document has had to change to be more inclusive of others.

Language Arts has built in units that focus on groups that have historically been underrepresented in texts. Units cover the Underground Railroad, Universal Suffrage, Cesar Chavez and the fight for workers' dignity, the Great Migration, and the Chinese American experience. A few of the titles included are, Angel Island, The Great Migration, and The Road to Freedom.

Sixth Grade

Students read and discuss a variety of texts from diverse authors and topics covered including some of the following: Native American cultural celebrations, urban communities, resilience, diverse athletes overcoming challenges, immigration, segregation laws, and embracing identity and differences. Students read about accepting people and their differences in Stargirl and the short story, Sweet Beautiful Sounds. Students have also read about living through segregation and the effect that had on all people. This was evident when the class read The Watsons Go to Birmingham.

Students research mathematicians from diverse backgrounds, and present 5 key facts about their life and impact on the mathematical world.

Seventh Grade

Students read and discuss a variety of texts from diverse authors and topics covered including some of the following: belonging, activism, urban communities, resilience, immigration, stereotypes and tolerance, and embracing identity and differences. Texts include : Hanging Fire by Audre Lorde, The War of the Wall by Toni Cade Bambara, The White Umbrella by Gish Jen.

Students have read about being on the inside and outside of social groups, and how that status can affect people. We have also read how adolescents can struggle finding where they belong and what they are experiencing. Students learn about historical events involving different cultures in the Americas including the genocide of Native American groups.

Students research mathematicians from diverse backgrounds, and present 5 key facts about their life and impact on the mathematical world.

Eighth Grade

Students have read number of stories about inclusion and how people have more in common than first thought; and the vast negative effects of exclusion and what it could lead to. We have also read how people from diverse and various backgrounds are capable of great things and making decisions to better the lives of people around them. Texts include: Brown Girl Dreaming by Jacqueline Woodson, The Friday that Changed Everything by Anne Hart, and I Look at the World by Langston Hughes.

Students research black mathematicians and present 5 key facts about their life and impact on the mathematical world.

Students examine the roles of women, African Americans, and Native Americans in the Civil War, and how this and other historical events continue to shape people's perspectives.

Art & Music

Students are encouraged to creatively express themselves as individuals through Art and Music. Instruction is differentiated and students are provided choices. These classes provide rich opportunities for students to learn about the contributions of artists from diverse cultures and backgrounds. Often, the work of painters, composers, and performers is expressed and influenced by many factors.

The History of Disabled and LGBT persons included in Middle and High School Curriculum: N.J.S.A. 18A:35-4.35

A board of education shall include instruction on the political, economic, and social contributions of persons with disabilities and lesbian, gay, bisexual, and transgender people, in an appropriate place in the curriculum of middle and high school students as part of the district's implementation of the New Jersey Student Learning Standards.

Special Area Objectives- Grades 6-8

Teachers will review any lessons where they include biographies and the accomplishments of artists, athletes, engineers, and to include ones with disabilities or who identify as LGBTQ.

Additional Mandates for K-12

The Contributions, History, and Heritage of Asian Americans and Pacific Islanders (AAPI):
C.18A:35-4.44

Holocaust and Genocides: N.J.S.A. 18A:35-28

History and Contributions of African-Americans (Amistad Law) N.J.S.A. 18A:35-4.43

Physical Education/Health

In accordance with the provision of N.J.S.A. 18A:35-4.7, any student whose parent presents to the Principal a signed statement that any part of the instruction in health, family life education, or sex education is in conflict with his/her conscience or sincerely held moral or religious beliefs shall be excused that portion of the course where such instruction is being given and no penalties as to credit or graduation shall result.

During class, activities are designed to have all students working together regardless of gender, or ability level. When games or sports are introduced, the origin is often discussed as it relates to different parts of the world and cultures.
