

# Equity & Inclusion Declaration

We believe that equity and inclusion at CMSD is an essential call to action, a catalyst to ensure value and appreciation among all our employees, so we may be fair and welcoming now and in the future.

It is necessary to foster practices that address the lack of awareness and understanding of differences and to gain buy-in from our entire workforce and the community we serve.

It requires truthfulness, definition of terms and a customized message for our employees to create and promote an inclusive mindset.

It requires the continuous development and capacity building of our employees to better engage and meet the needs of our students and their families.

It will be realized when each person can fully and comfortably be themselves at work regardless of their race, ethnicity, national origin, religion, sex, ability, age, citizenship status, sexual orientation, gender-identity or expression, socio-economic status, title or other dimensions of identity.

