



PRIOR LAKE-SAVAGE AREA SCHOOLS

At Prior Lake-Savage Area Schools, our focus is on our students. Our mission is to educate all learners to reach their full potential as contributing and productive members of our ever-changing global community.

With this mission in mind, we believe it is important to promote equity and inclusion for all people. Put simply, this means:

- We want to make sure all students have what they need to be successful.
- We want to ensure everyone feels a sense of belonging.
- We want everyone to be respected for who they are.

In December of 2020, Prior Lake-Savage Area Schools' Board of Education passed an Equity and Inclusion Resolution. When reading the Resolution, it may be helpful to understand the intended meaning of many of the words and phrases used, which we define as follows:

Anti-racism opposes racism and promotes behaviors and beliefs that nullify racist ideas and actions.

Colorblind ideology cancels out racial identity for a false sense of equality and invalidates the identity and experiences of students and staff of color.

Cultural equity and social justice is about distributing resources fairly and treating all students equitably so that they feel safe and secure - physically and psychologically.

Ethnicity is the fact or state of belonging to a social group that has a common national or cultural tradition.

Equality in education is achieved when students and staff are all treated the same and have access to similar resources.

Equity is achieved when all students receive the resources and support they need so they graduate prepared for success after high school. Equity is achieved when all staff receive the support and resources they need to succeed in their role and professional development.

Gender Identity is an individual's innate sense of one's own gender, regardless of the gender assigned at birth.

Hate Speech is abusive or threatening speech or writing that expresses prejudice against a particular group, especially on the basis of race, religion, or sexual orientation.

Implicit bias or unconscious bias operates in what researchers call our "implicit mind," the part of the brain that we commonly call the "subconscious" or the "unconscious." This means that implicit bias can operate in an individual's mind without a conscious awareness of this process.

Inclusion ensures everyone feels a sense of belonging and is respected for who they are.

Justice is the systematic fair treatment of people of all races and ethnicities, resulting in equitable opportunities and outcomes for all.

Microaggression is a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group.

Race is any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry.

Racism is a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.