

Dixon Montessori Charter School Resolution for Equity

Dixon Montessori Charter School (DMCS) recognizes that many people within our society experience pain, trauma, and disrespect, and are also marginalized because of one or more of their identities. Schools, also, are a place where predictable privileges and disadvantages exist. DMCS and its board reject all forms of racism and discrimination as destructive to their mission, vision, values and goals. Therefore, DMCS is strongly committed to the principle that all individuals should be treated with respect and dignity, and to the fact that there is much work to be done to guarantee that all of our students and staff thrive within our school regardless of their sex, sexual orientation, gender expression, race, ethnicity, nation of origin, citizenship status, language, speech, religion, cultural beliefs, ability, weight, mental health, or socio-economic status. In this light, we proactively conclude the following:

- DMCS warmly welcomes and educates all students and families regardless of sex, sexual orientation, gender expression, race, ethnicity, nation of origin, citizenship status, language, speech, religion, cultural beliefs, ability, weight, mental health, or socio-economic status.
- DMCS educates all students regardless of background with the same passion and excellence.
- DMCS celebrates humanity, cultural diversity, and the Montessori philosophy of peace education.
- DMCS condemns acts of prejudice and discrimination whether individual, institutional, systemic, or structural, whether by intent, ignorance, or insensitivity. Justice-and social education.
- DMCS is committed to a process of education and growth - related to issues of equity, culture, and racism - for all administrators, teachers, staff, students, and community members.
- DMCS will implement anti-racist practices and lessons into our teaching. DMCS staff will ensure that racism, sexism, classism, and other forms of inequity within curricula, instruction, our classrooms and larger school culture, are recognized and ameliorated. This includes having difficult conversations, while also purposefully emphasizing and valuing the contributions of people from diverse backgrounds in all subject areas.

"An education capable of saving humanity is no small undertaking: it involves the spiritual development of man, the enhancement of his value as an individual, and the preparation of young people to understand the times in which they live."

- *Maria Montessori*