

## Board Diversity Equity Inclusion and Belonging Statement

The School Board of Lionsgate Academy strives to foster a school community of diversity, equity, inclusion, and belonging. We acknowledge that our schools and community rests on stolen land of the tribes of the Dakota and Ojibwe in Minnesota.

The School Board works to support the Lionsgate Academy community that addresses the needs of underserved students diagnosed on the Autism Spectrum. We work to support students of all backgrounds who wish to attend Lionsgate Academy.

As the School Board, we commit to advancing equity and incorporating diversity, inclusion, and belonging into every undertaking. We enact enrollment and hiring policies that have our schools reflect the diversity within the Twin Cities community with students and staff from different cultures. We strive to create a welcoming environment for all who wish to join Lionsgate Academy. The School Board upholds the school's commitments to embed diversity, equity, inclusion, and belonging throughout the curriculum and school culture. Specifically, we work towards equitable academic, social and discipline practices for students. The Board encourages the Administration's effort to provide staff with training to address diversity, equity, inclusion, and belonging within the school community.

The School Board defines the following terms:

- **AUTISM:** Autism is a complex, lifelong developmental disability that affects essential human behaviors such as social interaction, the ability to communicate ideas and feelings, imagination, self-regulation, and the ability to establish relationships with others (*Autism Society of Minnesota definition*)
- **BELONGING:** An organization that engages the full potential of the individual, where innovation thrives, and views, beliefs and values are integrated.
- **CULTURE:** Collection of material traits, customary beliefs and social forms that together constitute the distinct tradition of a group of people.
- **DIVERSITY:** Recognizing, and respecting individuals come from many different life experiences with various frames of reference and perspectives.
- **EQUITY:** Providing access, opportunities and supports needed to help students, families and staff reach their full potential by removing barriers to success.
- **INCLUSION:** Engaging all stakeholders to participate in the learning environment and school community. All students, families and staff feel valued, are respected, appreciated and involved.
- **RACE:** A socially constructed designation based on biological traits which changes over time.
- **GENDER IDENTITY:** Gender identity is the way someone experiences gender internally as part of their core sense of self. Gender identity cannot be assumed based on appearance, anatomy, social norms, or stereotypes; and it is not determined by assigned sex, and often develops or changes over time.

This statement and definitions to be reviewed annually. *Reviewed November 1, 2022*

Lionsgate Academy's Authorizer is:

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