

Diversity Equity Inclusion

Forsyth County Schools

11/12/20 Update for DMS

Dimensions of Diversity

Abilities/Disabilities

Culture

Gender/Gender Identity

Language

Military/Veteran Status

Parental/Family Status

Political Beliefs

Religion

Age

Education

Geography

Learning Styles

Nationality

Personality

Race

Sexual Orientation

Appearance

Ethnicity

Income

Life Experiences

Occupation

Philosophy

Relationship Status

Values



Goal #1
**Student Engagement
& Learning**
Forsyth County Schools



Goal #2
Staff Capacity
Forsyth County Schools



Goal #3
Culture & Climate
Forsyth County Schools

2020-21 Work

Goals: Awareness – Knowledge – Skills – Action

- Continue and expand **racial and ethnic heritage and history months**
 - *Native American Heritage Month*
 - *Hispanic Heritage Month*
 - *Hispanic Heritage Month Art Contest*
- Enhance **curriculum**
 - **Social Studies**
 - Align 8th grade curriculum with local history
 - **ELA and Media Centers**
 - Develop a DEI rubric for secondary book lists
 - Conduct a DEI audit of all Media Centers
 - **HS – two new courses for 21-22**

2020-21 Work

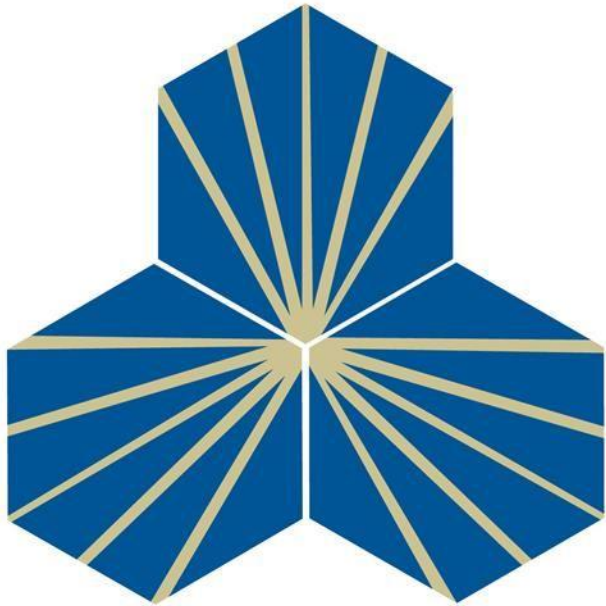
Goals: Awareness – Knowledge – Skills – Action

- **ALL Staff Expectation for Inclusive Leadership Development**
 - **Course 1: Diversity 101***
 - Week 1: Introduction and Forsyth County
 - Week 2: Diversity, Equity, and Inclusion (DEI) Plan and Examining My Identity
 - Week 3: Exploring Others' Diversity and Intersectionality
 - *Pause for Thanksgiving Break*
 - Week 4: Recognizing Privilege and Understanding Bias
 - Week 5: Microaggressions and Unlearning
 - **Course 2: Diversity 201*** (February 23, 2021)
- **Volunteer Virtual Book Study** January 3-February 13, 2021
 - *Biased* by Dr. Jennifer L. Eberhardt *Admin. Course Guides

2020-21 Work

Goals: Awareness – Knowledge – Skills – Action

- **Human Resources**
 - Forsyth Teacher Academy (alternate route to teacher certification)
 - Diversity Network
 - FCS Virtual Job Fair (February 2021)
- **Other**
 - Making Events/Programs Inclusive
 - Diversity Specialist: Dania Peguero (Starts Dec. 2020)
 - New Hope Elementary School (Opening August 2022)
 - Forsyth County Chamber
 - Forsyth County Public Library
 - FoCAL Center Business Plan



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