

# DEI Definitions

**Diversity:** The many identities from which people in Arlington differ and that make one individual or group different from another. At Arlington Public Schools, we respect areas of status, sexual orientation, national origin, creed, color, race, marital status, military status, gender identity or expression, pregnancy status, genetic information, citizenship status, disability, socioeconomic status, age, physical appearance, and any other area in which people may experience discrimination. We also think of ideas, perspectives, and values as a key aspect of diversity at Arlington Public Schools. Diversity means that each individual or group will possess different perceptions and engage differently in social interactions.

**Educational Equity:** The identification and implementation of policies and procedures that lead to the just and fair distribution of resources based on individual students and individual school building needs. In order to guarantee that all students, families, and Arlington Public School employees have the resources to succeed, APS focuses on four approaches to equity: governance equity practices, educational equity practices, workforce equity practices, and operational equity practices.

**Inclusion:** The active, intentional, and ongoing engagement with Arlington's diversity. Inclusion in Arlington Public Schools is about welcoming and including differences in policy decisions, school processes, instructional practices, family/community engagement, and extracurricular activities.