

SCHOOL DISTRICT ORGANIZATION

1:32 Diversity, Equity, and Inclusion Policy

Arlington Heights School District 25 is committed to exploring and embracing diversity in our learning community.

We believe that all members of the school community are responsible for advancing an understanding of and cultivating respect for the dignity and uniqueness of every individual and for fostering an inclusive environment.

We define diversity as including people who are different from each other in myriad ways including: ability, race, sexual orientation, gender, gender identity, religion, ethnicity, and culture.

We recognize a person with cultural competence as one who shows respect for all differences, as well as for differences in thoughts, ideas, perspectives, and understandings.

We affirm that developing the diversity of our community and the cultural competence of each person in it will improve access and equity for all of our students, faculty, and staff, and strengthen their ability to thrive in a culturally-diverse world.

We commit to continuously improve our actions on diversity, equity, inclusion, and belonging, to address the needs of our district community with measurable impact, and to implement change that fosters equity and a sense of belonging for all of our students.

Arlington Heights School District 25 will design and implement a curriculum to embrace and support diversity and cultural competence within our learning community, and invest financially to increase the diversity of our staff and recipients of our spending.

The progress of diversity, equity, inclusion, and belonging initiatives at School District 25 will be measured by:

- 1) increasing inclusion of diversity actions in strategic plans and school budgets and executing on those actions, including promoting diverse hiring practices
- 2) monitoring transparency and accountability among faculty, staff, parent organizations, and students, including through feedback or data collected and annual performance evaluations; and
- 3) reporting of sustained, improved outcomes on a year over year basis, including persons accountable.

Adopted: August 19, 2025

Arlington Heights SD 25
