

1. What does diversity mean to you?

We feel diversity is the understanding and recognition of the uniqueness of an individual. Diversity celebrates similarities and differences among our members and students in language, ethnicity, religion, gender identification, age, abilities and socio-economic background. We recognize the importance of equity and inclusiveness, which enables access, in all educational areas, to every student and teacher, not just a select few. Inclusiveness creates equitable access across diverse populations.

This definition is fluid and under construction-ever evolving.

2. What current issues regarding diversity are of concern to your members?

Five areas stand out in regards to diversity issues:

A. School Funding : State, Local and Federal funding impacting schools. Declining revenues with state budget will impact ALL areas of education: including SPED, CLD, Kdg programs. Equity is needed for all areas of CO-rural and urban.

B. Digital Gap: Covid19 has exposed the digital gap in education. Not all students have been able to/or are willing to learn through virtual and digital learning. Poverty and accessibility are problems school districts/teachers are currently dealing with. Opportunity comes with having access.

C. Mental Health: The social/emotional health of students, teachers, leaders and parents needs to be addressed and consistent across CO districts. Support and resources needed

D. Re-entry/Transition: Planning for Fall: accommodations needed,

training necessary for teachers on technology/professional development, remediation needs-all need to be consistent with state and federal guidelines, it's not "one size fits all."

E. Teacher Shortage: Problem with teacher shortages in general and especially among diverse populations.

Our #1 priority would be "D"-Re-entry/Transition.

3. What initiatives are being undertaken by state organizations and chapters?

Colorado State will begin to develop Strategic Action Plan at the CO Leadership Conference in August 2020. Plan will allow chapter leaders time and opportunities to exchange ideas for supporting schools and teachers as schools transitions into re-entry phase this fall. Plan will also include opportunities for educators to gain CLD (Culturally & Linguistically Diverse) hours toward Licensure renewal.