

VALUING DIVERSITY

The Corning-Painted Post School District believes that a love of learning flourishes best in a diverse community. In keeping with this philosophy, we will actively recruit, employ, retain and develop faculty and staff of diverse backgrounds. We are committed to building an inclusive community that respects and affirms each of its members, whatever their race, ethnicity, religion, gender, sexual orientation, family configuration, socio-economic status, age, class and abilities. We seek to be a community of people who respect, nurture and sustain an awareness of how the diversity among us enriches our lives. We also commit ourselves to develop awareness and sensitivity around multi-cultural issues in the district and the whole community.

In support of this vision, the Corning-Painted Post Area School District will:

- 1) Train all of its faculty and staff in the principles and practices of diversity and respect for differences via ongoing faculty and staff development initiatives.
- 2) Achieve and maintain a diversified faculty and staff that is reflective of the populations they serve.
- 3) Teach the principles and practices of diversity and respect for differences at each grade level and at every school.
- 4) Use texts and curricular materials that are accurate, gender inclusive, reflect ability and disability and are multi-cultural in content so that every student may see himself reflected in the text and curricular materials used.
- 5) Promote opportunities among under-represented populations (people of color, women and persons with disabilities) by pursuing access to vendors owned by under-represented minorities and/or vendors with a clear commitment to diversity principles and practices.

The Corning-Painted Post Board of Education expects District Educators to include the study of various and diverse cultures of the world in our students' curriculum in accordance with NYS standards. Celebrating other cultures and understanding the diversity of the people of our world will enrich our students' understanding of similarities and differences among people, thereby facilitating their successful participation in their future world, as well as improving understanding and cooperation among students and teachers in our schools on a daily basis.

Adopted: December 20, 2006