



Diversity, Equity and Inclusion Principles and Standards

February 3, 2022

Preamble

In an ongoing effort to better serve our member schools and contribute to the development of a just society, the Cal-ISBOA Board of Directors has adopted these Diversity, Equity and Inclusion (DEI) Principles and Standards.

Cal-ISBOA has centered these Principles and Standards with the understanding of **Oppression** as the abuse, maltreatment, repression or persecution of a group. On a larger scale **Structural Oppression (Systemic Oppression)** is the pervasive, systemic, societal use of oppression in areas such as race, class, religion, gender, sexual orientation, disability and the infusion of that oppression into history, culture, institutions, ideology, policies, practices and the everyday actions of individuals. Groups who have been long impacted by structural oppression are known as **Historically Marginalized Populations**.

DEI Principles

Diversity includes all the ways in which people differ and encompasses the different characteristics that make one individual or group different from another. We dedicate ourselves to view diversity as a positive attribute for our society and our organization.

Equity includes fair treatment, access, opportunity and advancement for all people, coupled with striving to identify and eliminate barriers that have prevented the full participation of people from marginalized populations. We dedicate ourselves to increasing equity in our practices and policies.

Inclusion is the act of creating environments in which any individual or group feels welcomed, respected, supported and valued. An inclusive climate embraces differences and offers respect in words and actions for people of diverse backgrounds. We dedicate ourselves to creating an inclusive environment for our members, and promoting and cultivating learning in the principles of diversity, equity and inclusion for the benefit of their schools.

To actualize these diversity, equity and inclusion (DEI) principles, we have adopted standards that will apply to our organization.

DEI Standards

1. Leadership

- 1.1. The board commits to use DEI principles to guide the work of the association, to develop a written plan to actualize these standards, and to ensure that the association's work to meet these standards is sustained over the long term.



- 1.2. The board will promote and disseminate the DEI principles to all Cal-ISBOA membership and actively engage the members in participating and contributing to the implementation of DEI principles and standards.
- 1.3. The board will commit to learn and practice excellent cultural diversity skills.
- 1.4. The board will make its membership more diverse, inclusive, welcoming and representative of the diversity of our state.
- 1.5. The board will encourage opinions and contributions from members with different perspectives and ideas on how we can collectively improve our DEI practices.
- 1.6. The board will measure and evaluate progress in the execution of our DEI plans.

2. Education

- 2.1. All staff and board members will receive a minimum of eight hours of DEI training each year.
- 2.2. The association will recommend that its individual members receive a minimum of eight hours of DEI training each year.
- 2.3. The association will ensure that individuals are made aware of ongoing opportunities to learn about diversity, equity and inclusion and apply those learnings in their work environments.
- 2.4. Training in this section should especially include the following topics:
 - a. How to increase and retain the diversity of school faculty, administrators, and staff.
 - b. The impact of culture on behavior, attitudes, beliefs and values.
 - c. Cultural conditioning and its effect on intercultural interaction and communication.
 - d. Oppression and its effect on individuals in society.
 - e. Cultural privilege and its absence, and the importance of addressing stereotypes, biases and misinformation held about people outside the mainstream population.

3. Programs

- 3.1. The association will develop an internship program to bring greater attention to the job opportunities as a school business officer and in the various positions in school operations. The internship program will have a focus on individuals from historically marginalized populations and those who follow non-traditional paths.
- 3.2. The association will develop a mentorship program to help new finance and operations administrators in their jobs. The mentorship program will have specific emphasis on helping those from marginalized populations thrive in their new positions.



4. Communications

- 4.1. The association's communications must be inclusive, welcoming, mindful of systemic oppression, and in alignment with Cal-ISBOA DEI Principles.
- 4.2. The association's DEI work will be prominent in its communications to the public and will also ensure that such communication is part of outreach to people from marginalized populations.
- 4.3. The association's communications must seek to engage people from historically marginalized populations by demonstrating knowledge and respect for their identities and experiences.

5. Corporate Partners/Vendors

- 5.1. Cal-ISBOA will prioritize building relationships with and identifying opportunities for small, minority-owned, women-owned, disadvantaged, disability-owned, veteran-owned, LGBTQ+-owned and other business enterprises to compete for business whenever possible. Categories of businesses Cal-ISBOA may consider include, but are not limited to, the following:
 - a. Minority-owned Business Enterprises (MBE)
 - b. Small and Medium Businesses Enterprises (SMES)
 - c. Woman-owned Business Enterprises (WBE)
 - d. Lesbian, Gay, Bisexual, Transgender - owned Business Enterprises (LGBTBE)
 - e. Disability-owned Business Enterprises
 - f. Small Disadvantaged Businesses (SDB)
 - g. Historically Underutilized Businesses (HUB Zone)
 - h. Veteran-owned Businesses (VBE)
 - i. Service-disabled Veteran-owned Businesses (SDVBE)
- 5.2. The association will work with existing corporate partners and resources to communicate our DEI Standards and learn about their commitment to and efforts in DEI.