



Community, School Culture, and DEIJB

Interconnecting for Inclusivity, Belonging, and Mattering



Agenda

- Community Building
- Reflections
- Let's Talk
- Conceptions and Misconceptions
- 2 Ps
- Global Implications
- Dysfunctional Cycle of Diversity Work Model
- Strategy
 1. Leadership
 2. Context
 3. Strategy Building



Building Community



Creating a Safe Space

Reflection Questions:

What are your questions following that activity?

How does it look in your school community?

What can you do better?



Promotion of Positive School Culture Building a sense of community within the contexts of DEIJB





Let's Talk: What is in your Backpack?

Use the sticky note
to write what you
have in your
backpack and place
it on the wall.





Let's Talk: What is in your Backpack?

Why are you here?

What are you hoping
to gain?



What have You Heard?

Misconceptions



Demystifying DEIJB



Your Truths



What have You Heard?

Debunking Your Own DEIJB Myths





Politics and Polarization in School



SAFE SPACES
for **EVERYONE**



Present Politics and Polarization



Everyone has an article at your table. I want you to read it as objectively as you can. Highlight anything that stands out that creates division. Then answer whether this article could be used for discussion in your school's community and why?



Let's Talk

What is happening around the world in DEIJB? Why is it important for Independent School Leaders to know?

LGBTQIA+ Rights

**UK-Protected
Characteristics**

Race-globally

Caste

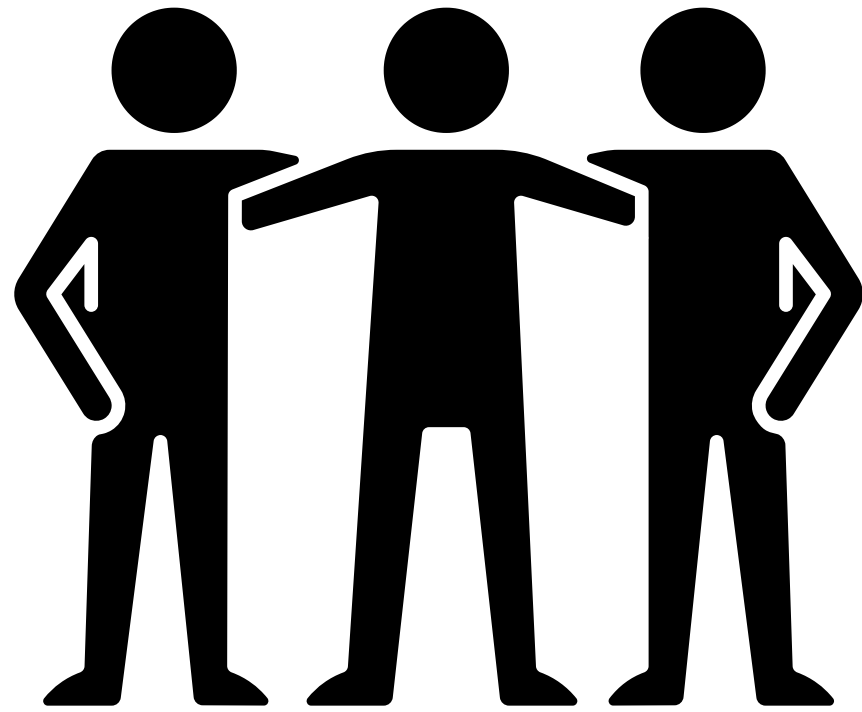
**SK-gender, nationality, social status, age,
religion, or disability**

France-Protected Characteristics

**UAE-penalises acts intended to incite hate
speech, tribal conflicts, or disturb public
peace through any means of expression**

Japan-race, nationality, creed

Mattering



Belonging

Awareness: Other people see us and pay attention to us.

Importance: Other people think that we are important to them.

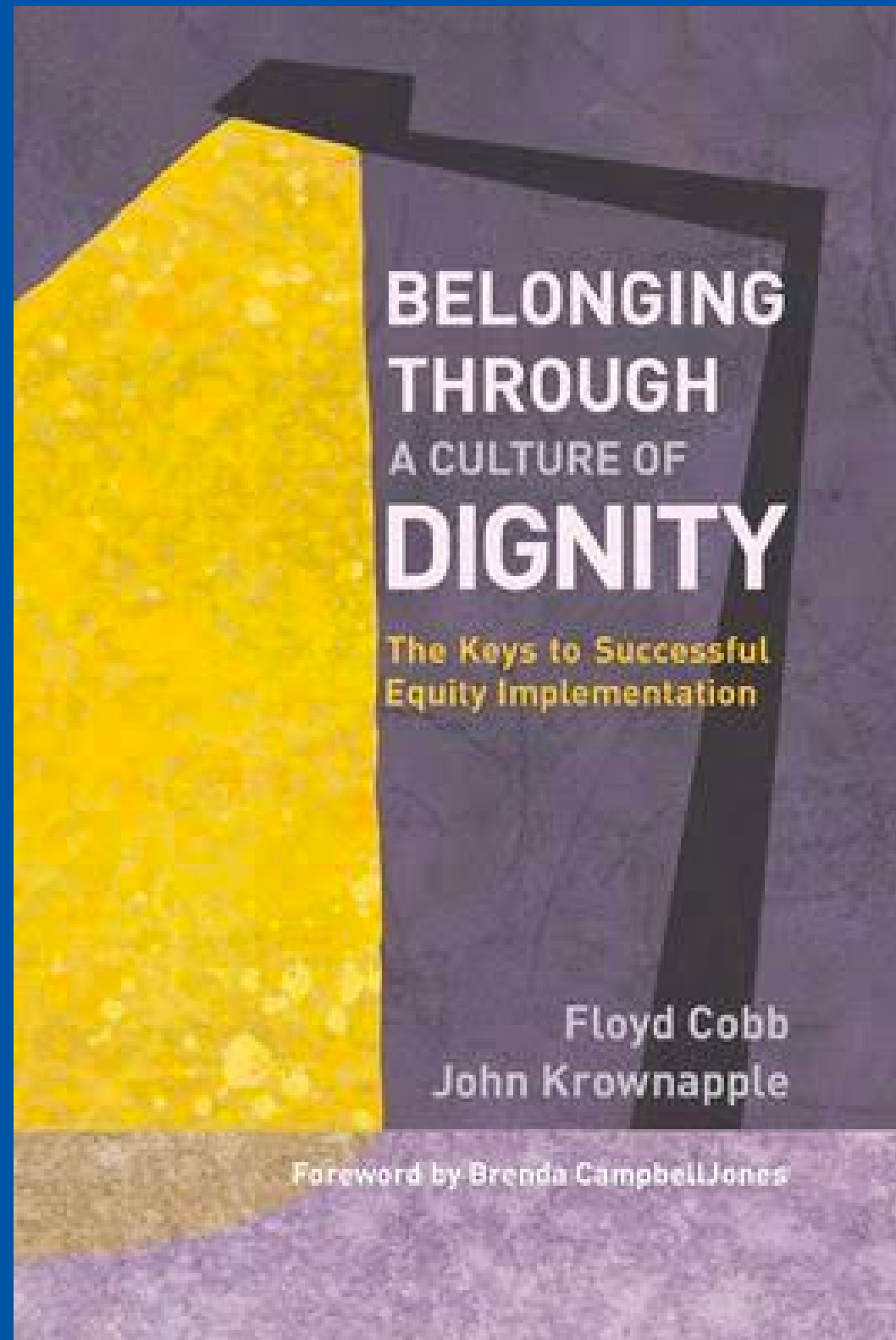
Reliance: Other people depend on us and would miss us if we were gone.

<https://www.scientificamerican.com/article/do-you-matter-to-others-the-answer-could-predict-your-mental-health1/>

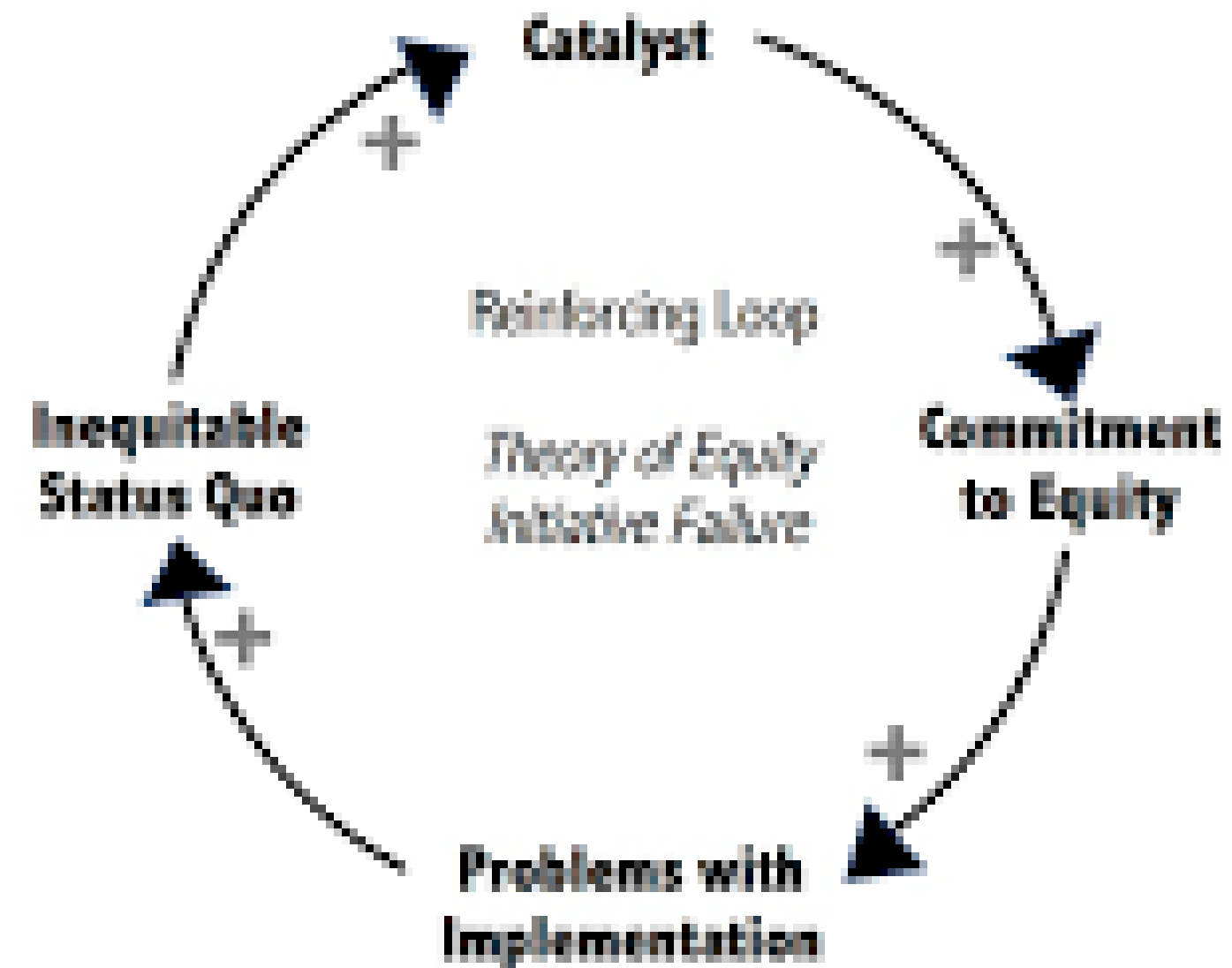
Mattering differs to belonging in that perceptions of mattering occur through an individual's interpretations of others' behaviours towards them, whereas belonging is more group orientated (Dixon and Tucker, 2008). It is possible for an individual to feel that they belong to a group, but they don't matter to the people within that group, and vice-versa.

[https://www.ukat.ac.uk/events/past-conferences/ukat-annual-conference-2022/schedule/exploring-the-links-between-belonging-and-mattering-and-the-impact-on-student-achievement#:~:text=Mattering%20differs%20to%20belonging%20in,Dixon%20and%20Tucker%2C%202008\).](https://www.ukat.ac.uk/events/past-conferences/ukat-annual-conference-2022/schedule/exploring-the-links-between-belonging-and-mattering-and-the-impact-on-student-achievement#:~:text=Mattering%20differs%20to%20belonging%20in,Dixon%20and%20Tucker%2C%202008).)

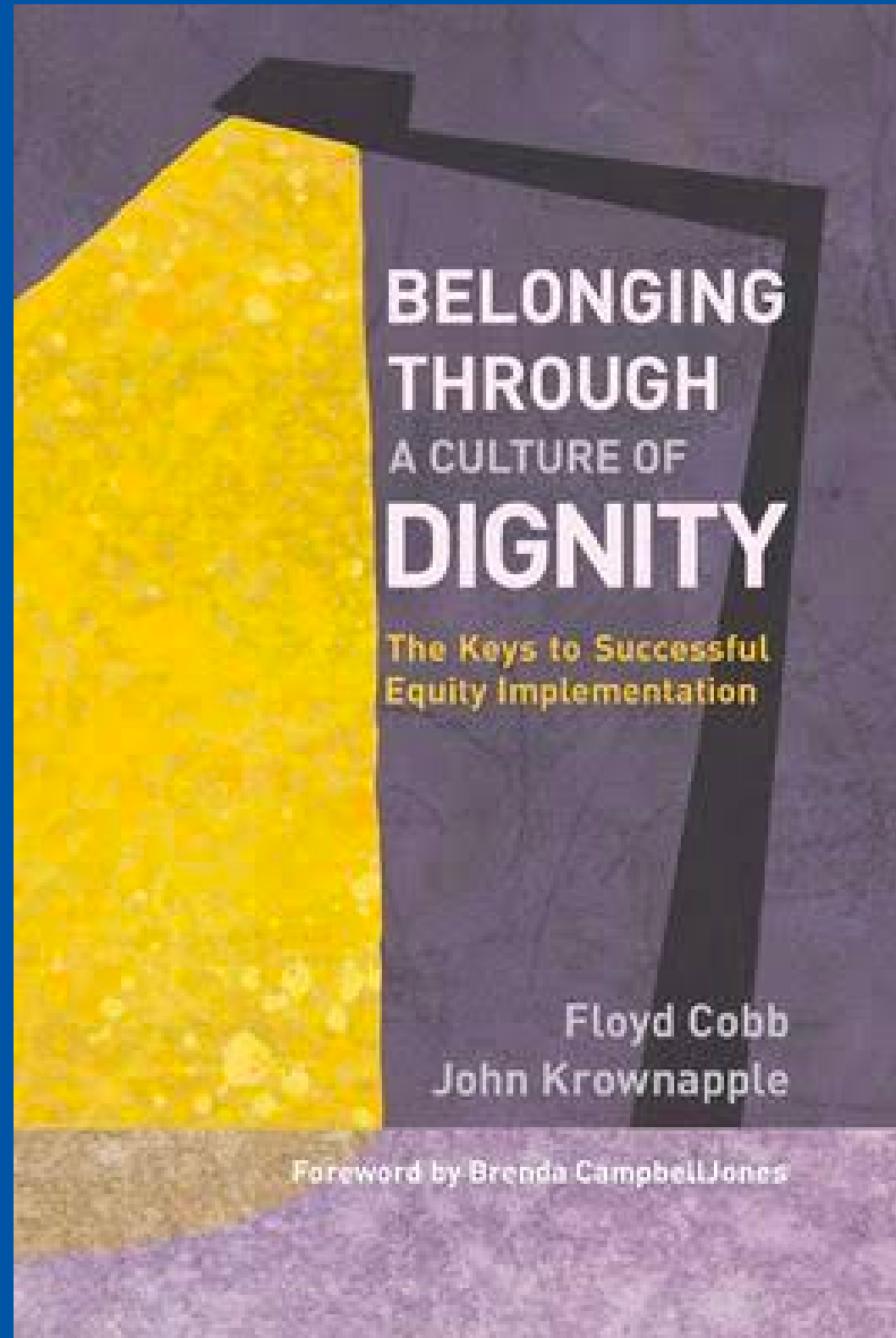
Cycle of Dysfunctional Equity Work



Theory of Equity Failure



Cycle of Dysfunctional Equity Work



Belonging Through a Culture of Dignity: The Keys to Successful Equity Implementation
by Floyd Cobb, John Krownapple, 2019

The Strategy

Building Intentional School Culture

Intentionality

Accountability

Relationships

Mission
Alignment



Who is responsible for DEIJB in your Community?

The Strategy You Build

Teachers/Classroom	Systems and Structures
Community	Environment Physical/Social

Adapted from The Bele Framework



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What are you taking back to your schools?

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