## Equity and Understanding

The River Valley School District is dedicated to providing a positive and productive education, free from discrimination and racism.

We believe in being proactive, strategic, and non-partisan in order to build an inclusive climate. We recognize that advancing diversity and inclusion requires clear strategy, deliberate focus, and sustained action. We recognize that change can be uncomfortable, but we are committed to working together toward positive change.

The River Valley School District is committed to cultivating a learning environment that values differences of identities, beliefs, and perspectives, including those shaped by race, faith, national origin, immigration status, pregnancy status, marital and parental status, political viewpoints, abilities, sexual orientation, and gender identity. We are dedicated to creating a community where all students, families, and staff are safe, welcomed, and valued.

River Valley School District understands and embraces our role and responsibility as a leader in the community. There are biases and unconscious systemic prejudices that we, along with our community, need to recognize. We have much important work ahead of us in the areas of antiracism, equity, diversity, inclusion, and social justice. We continue to be committed to making this work a priority.