



## In Livingston Public Schools, 100% of the time:

*Between January 2021 and March 2022, Livingston Public School staff, students, and family members worked to create these commitments to equity. These statements express our expectations at the secondary school level.*

### **LPS Students and Staff** **will ALWAYS**

Work to ensure that Livingston Public Schools are free of bias, and that when incidents of bias occur we address them.

Acknowledge the difference between impact and intent.

Ask clarifying questions and seek to understand one another.

Respect differences.

Acknowledge the “oops”.

Use kind words.



### **LPS Staff** **will ALWAYS**

Build each other up and ask for help from colleagues or administration when needed.

Consult the Livingston guidebook/repository for resources.

Take advantage of the opportunity to engage in courageous conversations.

Create and reinforce a BRAVE space in the classroom.

Communicate the 100%'s to our students.



### **LPS** **Students** **and Staff** **will** **NEVER**

**Use, say, or read out loud racial, ethnic, or other slurs, even if they are in a text, song, or work of art. When a text or source that contains a slur is used educationally, that slur will never be read out loud by the students or the teacher.**

**Ask another person to represent their entire cultural group, race, ethnicity, gender, sexual orientation, or other group.**

**Express assumptions or generalizations based on cultural group, race, ethnicity, gender, sexual orientation or other group.**

**Assume the impact that something might have on another person.**

**Ignore the “ouch”.**

