

**California Association of Latino
Superintendents and Administrators**

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APPROVED February 5, 2023

CALSA DIVERSITY, EQUITY, INCLUSION AND BELONGING

POLICY

To further its mission, the California Association of Latino Superintendents and Administrators ("CALSA") is committed to fostering, cultivating and preserving an organizational culture of diversity, equity, inclusion and belonging.

Our members' human capital is the most valuable asset we have as an organization and it defines our culture. Our culture is centered on the professional and familial relationships we help establish and nurture over time out of the collective sum of our members' individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talents. Our members' professional investments, struggles and achievements in their work as professionals and educational leaders are not only representative of them but also reflect on our organization's struggles, achievements and shared professional reputations. This capital is what inspires, motivates and supports the professional growth and leadership of our members in the service of California's students. This capital and professional culture is embodied in what we describe as and distinguishes us as our CALSA Familia.

CALSA embraces our members', invited attendees', participants', and our supporters', partners', vendors' (hereinafter "supporters"), differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, as well as other characteristics and differences such as level of education, educational leadership positions, career levels, professions and life experiences, that make our members and supporters unique.

CALSA intends for its bylaws, policies, practices, programs, initiatives, and presentations and the topics addressed at our conferences, institutes, professional development trainings and workshops, along with the conduct and actions of members invited attendees and participants during these and other networking social and professional development events, be built on the premise of diversity and equity that encourages and enforces:

- Respectful communication and cooperation between all members, invited attendees, participants, and supporters;
- Collaborative participation to enhance the quality of services provided to students in California's schools;
- Respectful exchange of diverse ideas and expressions between participants and the sharing of varying participants' perspectives; and

- An effort toward greater understanding, representation and respect for diversity, equity, inclusion, and belonging, amongst our members, invited attendees, participants, and supporters who support and lead in the educational communities we serve.

All CALSA members, invited attendees, event participants, and our supporters have a responsibility, and are expected, to treat others with dignity, professionalism and respect at all times. Our conduct shall reflect inclusion during CALSA functions, at all other affinity-sponsored and participative events, and where a member participates as a representative of CALSA. All board members and representatives and agents of the CALSA organization are required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any members, invited attendees, event participants and supporters found to engage in conduct contrary to this Diversity, Equity, Inclusion and Belonging Policy ("DEIB" Policy) may be subject to appropriate responsive action by the Board, in accordance with the Board's Non-Discrimination and Non-Harassment policies, including but not limited to removal from an event or activity regardless of their paid, unpaid, registered or unregistered event status. Members, invited attendees, participants and supporters who bring their own guests to a CALSA event or activity are responsible for informing their guest of CALSA's DEIB, Non-Discrimination, and Non-Harassment policies and for their guests' adherence.

Members, invited attendees, participants and supporters who believe they have been subjected to any kind of discrimination that conflicts with the CALSA's DEIB policy, and or non-discrimination and non-harassment policy at any event, program or activity related to a CALSA initiative may seek assistance from any Executive Officer of the CALSA Board or Executive Director(s).

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