Overview of Equity and Social Justice Principles

Elevating the Dignity of the Individual: The dignity of the individual is foundational to all other human interaction and sets the stage for an equitable approach to teaching, learning, and leadership. This belief, that every person has inherent and immeasurable worth, is the foundation of all other equity and social justice principles. This plays out in a school setting in many ways (e.g. honoring students as they are, valuing all colleagues), all of which prioritize elevating human dignity. Every person is precious, and people are more important than things. Dignity does not come from the work we do, but from the people we are.

Promoting the Common Good: When promoting the common good, a community is organized in such a way that its members have the right to fully participate and holds paramount the sentiment that *no one wins unless everyone wins*. The common good fosters a sense of solidarity, a common understanding that each person's good is bound up in the realization of the flourishing of others. As one can imagine, the common good takes many forms in a learning institution, such as student collaboration, teacher collegiality, and administrator-teacher interactions. Members of each of these groups recognize the importance of inviting diverse opinions when moving toward a common goal and of celebrating the value of each participant in the community.

Empowering the Marginalized and Vulnerable: Working towards the human flourishing of the marginalized and vulnerable ensures justice, access, and opportunity for all people, particularly those who are disenfranchised. School settings include vulnerable populations in both obvious and imperceptible ways. Educators are called to recognize and act upon the needs of the individuals in their school communities with an intentional eye toward elevating and empowering those with the greatest needs.

Acting with Rights and Responsibilities: As members of a community, we are called to support one another, particularly by ensuring each other's fundamental rights to those things required for human decency. All people have a responsibility to one another and the greater good of humanity. For example, educators have the right to exercise their voice in collective decision-making within a school setting, and the responsibility to protect the voices of other members of the community who may not be heard.