

Diversity, Equity, and Inclusion Liaisons (DEIL) Responsibilities and Expectations

The Diversity, Equity, and Inclusion Liaison (DEIL) serves as an extension of the Office of Diversity, Equity, and Inclusion (ODEI) at the school level and works with the principal to support their vision of equity in alignment with implementation of the [HCPSS Equity Framework](#), [Policy 1080 Educational Equity](#), and the School Improvement Plan (SIP). The DEIL benefits from targeted professional learning and growth opportunities, leadership skill development, personal and professional fulfillment. In this role they will lead school-based professional learning, support school improvement planning, work with the ODEI on district-level initiatives, and provide expertise on the benefits of DEI. Since this role is designated by the principal, it is crucial that the DEIL and principal work collaboratively to support the Superintendent’s Strategic Plan.

DEIL Responsibility	ODEI Support
1) Collaborate with the Principal to support the equity goals connected to the School Improvement Plan (SIP) in alignment with the HCPSS Equity Framework.	Goal setting and end of year conferences with the Office of Diversity, Equity, and Inclusion (ODEI) staff to establish goals and discuss support needed from the ODEI.
2) Leads the school-based equity team to create a positive school climate and culture that promotes a culture of belonging.	Confer with DEIL and Principal to determine how to effectively support their equity team. Coach DEILs on how to effectively bring a DEI lens into the discussions.
3) Collaborate with other equity leaders and allies to plan, coordinate, and/or facilitate professional development and professional learning opportunities supporting a culture of belonging.	Co-planning and ODEI created professional learning Access to Canvas DEIL resources Support with planning book studies
4) Serve as a liaison to the ODEI, attending all DEIL meetings and sharing relevant information with administrators and school staff in a timely manner in order to receive the full honorarium.	Provide learning resources (books, articles, podcasts, etc.) Plan and facilitate DEIL meetings with substitutes provided Maintain DEIL email listserv and Canvas Page Distribute DEIL communications
5) Support colleagues working to establish inclusion and equity in practices and policies through continuous improvement connected to the SIP.	Coach, model, or plan support to DEIL to examine and change practices currently impeding progress towards SIP goals.
6) Serve as a point of contact for students, families, and staff to engage in conversations about DEI topics. Communicate with school leadership and ODEI to address feedback and concerns.	As needed, support DEIL and school-based teams with parent and family outreach and concerns.