

MY LEADERSHIP COMPASS

# DIVERSITY, EQUITY & INCLUSION IN EDUCATION

WHAT IS DEI?



## DIVERSITY

is recognising that we have multiple identities and experiences associated with us. All of these identities and experiences make us who we are. As a result, diversity embraces all of the identities we embody and carry.

## EQUITY

is about incorporating our needs and perspectives into processes, activities, policies, and decision-making.

## INCLUSION

means ensuring that when we come into a space with all of our diversities, identities, and experiences, we feel welcomed and valued. It is about the quality of experience that we have in that space.

When individuals embrace DEI frameworks, they are able to unpack their own privileges, implicit biases, and be empathetic in their work practices.

Diverse, equitable and inclusive spaces create safe working environments, where there is psychological safety and a climate of trust at the centre.

When a team feels they are welcomed, included, visible and understood, the work environment improves, productivity improves and turnover decreases.

WHY DOES DEI MATTER?



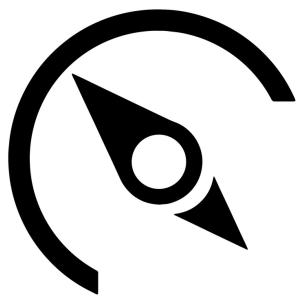
WHO ARE 'EDUCATORS'?



While teachers can be considered educators, not only teachers are educators.

Rather, educators are someone who are engaged in a space where they share their knowledge and expertise with others.

This could be done through workshop facilitation or other means other than just the teacher-student relationship.



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SCHOOL CURRICULA & DEI



The Nepali identity is diverse, meaning students come from a broad range of ethnic, religious and linguistic backgrounds. School curricula is not inclusive if it is directed solely towards majority religions, languages and ethnic groups.

It is important that textbooks and curricula are adapted, to give students a more comprehensive understanding of the diversity of the Nepali identity, and to promote national cohesion.

Through engaging with a DEI perspective, significant changes can be made to ensure the diversity of the Nepali experience is reflected in students' learnings, and that all students feel included in the education environment.

One thing that makes Nepal so unique is its linguistic diversity. However, for all children from communities with a primary language other than Nepali, schooling can be difficult.

Many students face extreme challenges in their studies due to difficulties reading and writing in Nepali, which, in some cases, leads to them failing, or dropping out of school. This disadvantage extends beyond their schooling, limiting their future professional opportunities.

A DEI perspective in education would mean that such linguistic diversity is accounted for in schooling. Students should have equitable opportunities for gaining an education, no matter what their primary language is.

EDUCATION, LANGUAGE & DEI



DEI IN ACTION



## HOW TO HANDLE STUDENT NAMES YOU CAN'T PRONOUNCE

- ✓ Ask for help from your students to learn pronunciation of their names.
- ✓ Practice it and repeat it.
- ✗ Do not give them a nickname for your convenience.
- ✗ Do not call them by other names, even when they tell you that it is okay to call them that.