Inclusion, Diversity, and Equity (IDE) Reflection Tool
A Shared Reference Point to Ground Conversations, Practice, and Action
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Foci	Components		
	Knowledge	**Skills**	**Commitments**
Identity	Awareness of self, including one's own positionality/ privilege, and sensitivity to differences between one's own experiences and the experiences of others Awareness of the intersecting identities of students and how these influence their experiences MTS 8.1 MTS 8.2	Ability to react responsibly and professionally when one's positionality/privilege has caused one to offend or hurt people, or be offended or hurt Ability to recognize the intersecting identities of students and effectively assess and build upon their expanding funds of knowledge to position them competently in the classroom MTS 7.1 MTS 7.2	Commitment to reflect on one's own positionality/ privilege and continue to grow in sensitivity to differences as a lifelong process Commitment to respect the intersecting identities of students and to position them competently in the classroom
Community	Awareness of the values, practices, and material realities of the community in which one is working and students are learning MTS 1.5 MTS 2.6	Ability to competently participate in critical conversations with colleagues, administrators, parents, students, and community members to address educational inequities Ability to actively listen and learn in unfamiliar situations MTS 6 MTS 9	Commitment to support and challenge colleagues, administrators, parents, students, and community members to create systemic change toward equity
Systems	Understanding of social, cultural, economic, and political dimensions of practices/systems of power and how they have been, and continue to be, reproduced, challenged, or transformed in classrooms/education MTS 5	Skills to assess and address structural inequities through instruction, including specific content instruction (e.g., math, science, literacy, art) MTS 1 MTS 3.2 MTS 3.3 MTS 4.1	Commitment to address structural inequities through instruction, including specific content instruction (math, science, literacy, art, music, etc.) Commitment to advocate for policies that align with the values of diversity, inclusion, and equity*

MTS = Missouri Teacher Standards   *This is ongoing, lifelong work, not a checklist to be accomplished.