



ENO RIVER ACADEMY

Inspiring excellence. Nurturing innovation.

Diversity and Inclusion Equity Non-Negotiables

Eno River Academy is committed to promoting the rights, welfare, and educational needs of all students through high quality, rigorous, culturally responsive instruction in order to prepare future leaders for a rapidly changing world. This can only be accomplished in a school culture and climate that ensures that all students and staff are treated in an equitable manner with regard to the social and historical context of marginalized individuals. This includes, but is not limited to, those individuals who may be marginalized due to the following: race, creed, national origin, gender, gender identity, sexual orientation, class, socioeconomic status, ethnicity, cognitive/physical ability, diverse language fluency, religion, and/or status as an English Language Learner and/or other characteristics protected by federal law. As a school, we will be intentional in our efforts of replacing racism, discrimination, and racial prejudice with attitudes and behaviors that reflect acceptance, compassion, integrity, understanding, fairness, cooperation, and respect. Students and staff must learn and be taught these traits beginning at an early age (students) and throughout their educational tenure (students & staff).

Eno River Academy's equity non-negotiables define and exemplify crucial and critical practices and guiding principles across all grade levels and subjects. Eno River strives to develop and implement these non-negotiables while aligning our cultural beliefs and instructional strategies as a school community. Our mission is to provide an environment where equity drives the continuing growth of our existing culture and our educational system to support positive outcomes for all students.

At Eno River Academy:

The staff at Eno River Academy believes that eliminating systemic inequities begins with all of us.

Eno River Academy will dismantle and eliminate systems/structures that perpetuate inequities in order to ensure the success for all scholars.

We believe that equity should and will impact the development and implementation of our policies, practices, and procedures to equip all students with the tools and skills needed for academic growth, proficiency, and success.

K-8 Campus
1212 NC Highway 57 North
Hillsborough, NC 27278

High School Campus
1100 N.C. Highway 57 North
Hillsborough, NC 27278

A Racial Equity Impact Assessment (Race Forward) will be used in developing and monitoring all aspects of Eno River Adademy's institutional and instructional practices, policies, procedures, and programs.

Strong relationships between scholars, staff, family, and stakeholders are crucial in creating an inclusive and equitable educational system.

Eno River Academy will develop and implement a robust, rigorous instructional framework such that curriculum and instruction is culturally responsive and representative of all scholars.

All faculty and staff are responsible for serving all scholars with high expectations while treating all scholars and stakeholders with dignity and respect.

Eno River Academy will achieve proportional representation by expanding opportunities for scholars to participate within all facets of the school (e.g. classrooms, courses, teams, clubs).