

SCHOOLS



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SEARCH



Students



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Aurora Public Schools' Diversity, Equity and Inclusion Framework

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Archived News

Park Lane Playground Buildout

Aurora Central Grads Earn Prestigious Boettcher Scholarships

Happy Teacher Appreciation Week

Columbia Promotes Anti-Bullying Message

Park Lane Playground

2025 Daniels Scholars

APS End of Year Block Party 2025

Bright Lights 2025

Surprise! Mosley P-8 Paraeducator Crowned Coach of the Year

Getting Ready for Kindergarten 2025

Aurora Public Schools' Diversity, Equity and Inclusion Framework

Posted on 10/05/2022

ing Diversity, Equi
on (DEI) in Aurora
Schools



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AMHARIC ARABIC BURMESE FRENCH KAREN



Twins Win State Championships

Rangeview Makes Final Four

Summer School 2025

School Social Work Week

SkillsUSA Cabinet-Making Competition

Miss USA Visits APS to Inspire the
Leaders of Tomorrow

Board Vision & Values Meetings

Love the Bus 2025

Getting Ready for Kindergarten

Teacher's Art on Space Station

Rangeview Receives 70 Laptops

Rotary Club of Aurora Donates \$5K in
Books to APS

2025-26 District Calendar

Mrachek Middle School Students Learn
About College Life

Recognizing Excellence

Surprise! It's Jamal Murray!

Honoring the Aurora Public Schools
Board of Education!

VPP Snowboard/Ski Club

Navigating Financial Aid

Color Book

नेपाली

Soomaaliga

Español

Kiswahili

Tiếng Việt

NEPALI

SOMALI

SPANISH

SWAHILI

VIETNAMESE



Aurora Public Schools
Parents and Guardians,

Supporting [diversity](#),
[equity and inclusion \(DEI\)](#)
is pivotal to our mission. As
one of Colorado's most
diverse school districts, we
have long been committed
to DEI. Over the years, we
have worked with national
experts and educational
organizations to ensure
that we are serving
students equitably.
Recently, we have become
more intentional about
seeing and naming DEI in
our classrooms, schools
and districtwide.

In fact, during the 2021-22
school year, a work group
comprised of families and
staff, developed working
[definitions](#) for diversity,
equity and inclusion for
our district. They also
identified a set of [look-fors](#)
that are in alignment with
Pedro Nogero's 10 Ways
to Pursue "Excellence
through Equity"
Framework.

Both school and district
staff members have spent



Celebrating Native American Heritage Month

APS Farmers Markets Are Growing a Stronger Community

National School Psychology Week

Veterans Day 2024

Apply to Magnet School/Special Admissions Program

A Wall-Time Great at Aurora Highlands P-8

Focused on Safety: America's Safe Schools & Bus Safety Week

Meet Dalton Elementary's Performance Principal

Celebrating Our Classified Employees!

College & Career Success Month

Hispanic Heritage Month

Newly Renovated Performing Arts Wing

'Humankind' Available Now on Spotify

Attendance Awareness Month

Meet & Eat Food Show

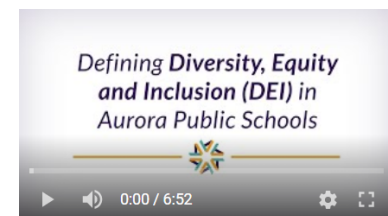
SHAPE Colorado Athletic Director of the Year

Welcome Back APS Students!

Bond Interactive Map

the past month starting conversations about our DEI framework and finding ways to discuss both areas of success and areas for improvement.

We have put together a short video that provides an overview of our DEI work and the definitions that will guide us. I am also including those definitions below.



[Watch video](#)

Diversity (Honoring and respecting the range of human differences and experiences)

Aurora Public Schools defines diversity as the range of human differences and experiences including, but not limited to, race, gender, gender identity, ethnicity, ability, nationality, age, religion, and sexual orientation.

We honor the intersectionality of our shared human experiences and believe the diverse experiences and



What Does "Back to School" Mean to You?

Students Earn Prestigious Scholarships

NEW SCHOOL: Sable Child Development Center

2023-24 Retirees

Pickens Receives New SUV

2024 Administrator of the Year

Jamal Murray Coaches Unified Game

Medical Day Treatment

APS Medicaid Team Nationally Recognized

APS a Unified Distinguished District

Harmonica STEM Lesson

National Conference Speaker

Kindergarten Enrollment

Planning for Potential 2024 Bond Measure

2024-25 Calendar Now Available

Student Unlocks CTE Dream

School Board Recognition Month

Blueprint Engagement Sessions

Superintendent Listening Tour Continues

perspectives of our staff, students, and their families are an asset to our community. We commit to creating a safe culture and climate in service of knowing ourselves better and identifying and addressing our biases for the purpose of creating systems and structures that seek out and celebrate diversity district-wide and dismantling those that do not.

Equity (The actions we take to meet every student's and staff member's unique needs)

Aurora Public Schools defines equity as the individual and collective actions we take to ensure success for every student and staff member regardless of their race, gender, gender identity, ethnicity, ability, nationality, age, religion, or sexual orientation.

We understand that our collective student, staff, and community strengths and differences create a healthy culture. We acknowledge that equitable treatment of students and staff requires



Mission to Mars

Jimmy Day's Year On Top

APS Welcomes New Board Members

Students Lead State FBLA

Board Members-Elect

Veterans Day

Students Plan for the Future with Career Trek

Listening Tour Survey

Seal of Biliteracy

New ConstrucTECH Program

Safe Schools Bus Week

Sci on the Fly Visits Mrachek

New P-8s Grand Openings

When I Grow Up

Unified Sports are Changing Lives

Celebrate National Hispanic Heritage Month

Bond Program Report

Superintendent Listening Tour

Medicaid Renewals

Attendance Matters!

H.S. Counselor of the Year Award

fluid and responsive differentiated supports to highlight everyone's potential. We commit to dismantling inequitable systems and creating systems and structures that reinforce equitable human interactions, resources, strategies, conditions, and outcomes.

Inclusion (Involvement and empowerment to break down barriers and support belonging)

Aurora Public Schools defines inclusion as the involvement and empowerment of all people where all members belong regardless of their race, gender, gender identity, ethnicity, ability, nationality, age, religion, or sexual orientation.

We acknowledge that true inclusion not only means including the perspectives of all people but also deconstructing structures that contribute to the historic and systemic oppression of marginalized groups. We commit to creating systems and structures that ensure all people feel embraced and celebrated in Aurora Public Schools and have



Aurora-born Friends Begin Teaching Journey at Del Mar

Visual & Performing Arts K-12 Magnet Campus Celebrates Grand Opening

APS Unified Basketball Game Gains NBA Attention

APS Executive Internship Program Thanks Sponsors and Awards Scholarships

Art Exhibit Showcases Unique Skills of APS Teachers

Teacher of Year Completes Space Camp

Board Approves Names of District's Two Newest P-8 Schools

Today Show's Hoda Kotb surprises deserving students with scholarships!

APS CARES about our Students, Families and Staff

College and Career Expert Says the Key to Success is to Start Early

East Eagles Trade their Wings for "Wood" at Skateboard Building Event

Aurora Public Schools' Diversity, Equity and Inclusion Framework

Aurora Public Schools Teacher Named Colorado Teacher of the Year

Honoring the Aurora Public Schools Board of Education

access to decision-making and developmental opportunities.

These [definitions](#) ground us but it is also important for us to know what we should be looking for in our classrooms, schools and districtwide. So, in alignment with Pedro Nogero's 10 Ways to Pursue "Excellence through Equity" Framework, our workgroup also defined clear [look-fors](#) that we need to see.

You will notice that there is both a staff and family-friendly version of look-fors. The family-friendly version was created because the staff version uses terminology and language that is likely unfamiliar to those who do not work in education.

We also want to encourage our students, parents and guardians to have conversations with school staff. As always, please share what is going well and what areas need improvement. As a community, we need to value this work together, so we ask for your partnership in holding our



Aurora Public Schools Breaks Ground on Two New P-8 Schools

Attend Today, Achieve Tomorrow: September is Attendance Awareness Month

New Magnet School Focused on Entrepreneurship & Invention Celebrates Grand Opening

East Band Teacher's State Recognition is Music to His Ears

Prepare Your Students for Upcoming State Assessments

East Middle School Celebrates Building Transformation

APS' New Instagram Handle is "@aurorak12"!

Blueprint APS Update & Next Steps

Quest Student Spells Out a BUZZworthy Performance

Aurora Public Schools Invests in a Cleaner Future

Speech-Language Pathology is "All For The Students"

Pickens' Horticulture Program Blossoms with Building Upgrade

Brighter Future for APS Students Going Through Dark Times

Pickens Tech: Opening Doors to College and Career Success for 50 Years!

staff and each other to the highest standards when it comes to diversity, equity and inclusion.

We recognize that this work is never truly done. We will continue to dig deeper and have tough and vulnerable conversations over the coming weeks, months and years. I ask for your openness and willingness to grow together. Individually and collectively, we know that when we advocate alongside students and their families, the future belongs to everyone.

Thank you for your continued partnership.

- Superintendent Rico Munn

Category: [Parents Web Stories Superintendent News Highlights](#)



Board of Education Approves the 2022-23 Boundary Recommendations

Students Step Into Spotlight at Theater Festival

School Social Workers Support Students in the Classroom and Beyond

Lifting Literacy to a Higher Level

APS Celebrates Women's History Month

Aurora Public Schools Celebrates National Native American Heritage Month

What's Cooking up in Gateway's ProStart Kitchen?

APS Celebrates Love the Bus Day

Internship Program Provides Look to Future

Culinary Arts Students Go Head-to-Head

Congratulations, Class of 2023!



Contact Us

Aurora Public Schools

📍 [15701 E. 1st Ave., Aurora, CO 80011](#)

Phone: [303-344-8060](#)

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@aurorak12



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