

**Statement Regarding Diversity, Equity, and Inclusion  
By the Mayor's Advisory Commission on Human Relations  
To the Carmel Clay School Board  
Monday, May 17, 2021**

The Mayor's Advisory Commission on Human Relations was established in November 2009. The mission of the Commission is to help our community acknowledge and appreciate the contributions of all its citizens. The Commission recognizes the importance of full civic engagement free from prejudice, intolerance, and bigotry and remains vigilant to issues that demonstrate a lack of sensitivity to the rights and needs of all our neighbors.

Carmel is a community that welcomes and embraces its diversity. Carmel is, and will remain, a community where all people are welcome without regard to their race, religion, nationality, ancestry, gender, disability, sexual orientation, or gender identity. We continually strive to build and strengthen the ties that join our community and reject any effort that would permit or promote discrimination of any sort, conscious or subconscious. We have been focused on this work for many years, and our commitment continues.

The Commission applauds and supports the efforts of Carmel Clay Schools to provide robust diversity, equity, and inclusion programs that help every student understand and appreciate the history and culture of ethnic groups other than their own and show up each day without fear of being their true selves. Diversity includes both visible and invisible characteristics that make us unique individuals. Equity is about providing every student with an optimal learning environment. Inclusion requires creating an atmosphere that empowers people to fully participate in a community where they are respected and supported, in the classroom and beyond.

Commission members are a diverse group of Carmel residents who were attracted to this community for various reasons, including for its best-in-class school system. We value the ability of our schools to prepare well-educated students who will embrace their civic responsibilities in an increasingly diverse society. Participation in a public exchange of ideas with city and school leadership helps parents and educators find the best methods to prepare our youth for the 21st century. However, such an exchange can only be of benefit if all parties come to the table with open minds, willing to listen and learn, putting aside preconceived notions and partisan rhetoric.

To properly embrace a diverse, equitable, inclusive future, we encourage all residents to enhance their knowledge of other people and their American experiences. Greater understanding reduces fears, bridges relationships, and builds community. A list of personal readings that may help increase understanding of one of the most pressing human issues of our time is provided below.

*Reading List*

*12 Major World Religions: The Beliefs, Rituals, and Traditions of Humanity's Most Influential Faiths* by Jason Boyett

*American Like Me: Reflections on Life Between Cultures* by America Ferrera

*Between the World and Me* by Ta-Nehisi Coates

*Brown White Black: An American Family at the Intersection of Race, Gender, Sexuality and Religion* by Nishta Mehra

*Caste: The Origins of Our Discontents* by Isabel Wilkerson

*Dear America: Notes From an Undocumented Citizen* by Jose Antonio Vargas

*Enrique's Journey* by Sonia Nazario

*Farewell to Manzanar* by Jeanne Wakatsuki Houston and James D. Houston

*Fifty Million Rising: The New Generation of Working Women Transforming the Muslim World* by Saadia Zahidi

*The Fire This Time: A New Generation Speaks about Race* by Jesmyn Ward

*Harvest of Empire: A History of Latinos in America* by Juan Gonzalez

*India Becoming: A Portrait of Life in Modern India* by Akash Kapur

*India – Culture Smart: The Essential Guide to Customs & Culture* by Becky Stephen

*It's All Chinese to Me: An Overview of Culture & Etiquette in China* by Pierre Ostrowski

*The Man Who Mistook His Wife for a Hat & Other Clinical Tales* by Oliver Sack

*My Chinese-America: Essays* by Allen Gee

*New American Judaism: How Jews Practice Their Religion Today* by Jack Wertheimer

*People of the World: Cultures and Traditions, Ancestry and Identity* by Catherine Howell

*Remembering Tulsa*, [Smithsonian Magazine](#), April 2021

*Trans Like Me: Conversations for All of Us* by C.N. Lester

*What Is Veiling?* by Sahar Amer

*You Can Tell Just by Looking: and 20 other Myths about LGBT Life and People* by Michael Bronski

Respectfully Submitted,

Members of the Mayor's Advisory Commission on Human Relations

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