



Sample Diversity, Equity and Inclusion Policy For Independent Schools

Our Commitment to Diversity, Equity and Inclusion

What do we value?

[School] recognizes, respects and values the diverse cultures, ancestries and identities within our community. Our commitment to diversity, equity and inclusion reflects our dedication to providing an inclusive and unifying learning environment for all students, families, educators, and community members. At [our school], we are constantly working to create a fair and welcoming environment that encourages students to understand themselves and others as unique and complex human beings, while also recognizing the universal truths of our shared humanity. Our approach to diversity, equity, and inclusion derives from our deep respect for the intrinsic value and dignity of each and every member of our community.

We believe that students learn best when they feel a sense of belonging. In our view, a sense of belonging develops when all are treated as intrinsically valuable human beings and invited to bring their fullest version of themselves to school, including their culture, background, and beliefs, as well as their character traits, inner lives, and lives outside of school. Our approach ensures that every single person is seen, heard, and valued as a singular personality, not simply a representative member of a monolithic identity group.

What is “diversity”?

Diversity in our school reflects the diversity of humanity, and thus provides all of us with a wider understanding of what it means to be human. As a moral and human imperative, we fully embrace the multitudes of diverse identities in our school community, including identities based on skin color, ancestry, ethnicity, sex, gender, gender identity, gender expression, sexual orientation, ability, socioeconomic position, religion, creed, viewpoint, and perspective.

What is “equity”?

Equity in our school reflects our steadfast commitment to the principle that all students, faculty, administrators, and families must receive the same fair and impartial treatment as all others. All students must be afforded equal opportunities for success, regardless of their diverse identities.

What is “inclusion”?

Inclusion in our school reflects the value we place on unifying our school community over what it means to be a member of the [school] community and what it means to be human. We work to foster inclusion by valuing and including our community’s diversity in our programming and initiatives. Likewise, we work to build constructive, shared experiences to create a unified school culture.

What is “belonging”?

Belonging in our school reflects the sense of school unity that we want each and every member of our community to experience, both on and off campus. Belonging means that students and educators are confident knowing that the school values them as human beings and invites them to bring their full selves to school, including their various backgrounds, interests, and identities.

What is “identity”?

Identity refers to one’s individual or group identity, including skin color, ancestry, ethnicity, sex, gender, gender identity, gender expression, sexual orientation, ability, socioeconomic position, religion, creed, personality, viewpoint, and perspective.

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Diversity, Equity and Inclusion

What do we teach?

Our society is facing a tumultuous time of change, division, and polarization. Our school stands steadfast in its commitment to cultivating open minds and open hearts within our community. We strive to encourage healthy mindsets that will contribute to solving our society’s most vexing problems.

At [school], students learn the importance of curiosity, questioning, and understanding, as well as constructive dialogue and the ability to consider and weigh competing ideas, as they develop the ability to think critically about their world. We strive to create learning

environments in which our students can understand different perspectives and appreciate the nuance and complexity of the world around them. We prepare our students to become compassionate leaders who will promote equality, justice, and human flourishing for all.

To promote diversity, equity, and inclusion in our teaching, we lead our students toward constructive principles that inspire optimism for the American future based on humanity, diversity, understanding, and fairness, while presenting an honest and accurate view of our nation's history. We encourage our students, families, and educators to embrace opportunities to learn:

- the particular accomplishments and contributions of people of diverse backgrounds to progress in America;
- the foundations of American institutions and their relationship to the construction of American identity through history;
- the historic and ongoing struggles against intolerance and racism by people of diverse backgrounds in the U.S.;
- the ways in which different demographic categorizations often overlap or intersect in unique individuals; and
- the value of mutual understanding and respectful dialogue for the production of a more just American society.

The teaching of past and present intolerance, bigotry, and racism in our society must include a diverse range of sources and viewpoints (with no particular viewpoint or source favored above others), in order to expand students' understanding and encourage students' critical thinking about complex and controversial issues. [Our school's] commitment to diversity, equity, and inclusion requires us to cultivate healthy habits of mind — such as intellectual humility, curiosity, and patience — that will allow them to weigh opposing viewpoints and think critically as they form their own perspectives.

We strive to model and facilitate constructive discussions regarding difficult political and social issues with empathy, kindness, and respect for each and every individual. No person should be judged, subjected to stereotypes whether negative or positive, limited, or marginalized based on skin color, ancestry, ethnicity, sex, gender, gender identity, gender expression, sexual orientation, ability, socioeconomic position, religion, creed, viewpoint, or perspective.

Our commitment to diversity, equity, and inclusion means that we continue to support and evaluate best practices for social and emotional programs to ensure that every student

finds a supportive and inclusive learning environment as we strive to meet all individuals' needs. We are likewise committed to providing professional development that roots our diverse community in unifying programs that promote diversity, equity, and inclusion, recognizing, valuing, and emphasizing the unique personalities and common humanity of all students and educators.