



Diversity and Inclusion Initiative Outline

Congratulations on taking the necessary steps to transform your school into a space of equity for everyone who walks through the doors of your institution!

When designing a diversity and inclusion initiation, you must first determine the end goal of your efforts. This goal can vary from school to school. Here is an example of a D&I effort at an international school:

The purpose of this initiative is to change the narrative surrounding ethnic people groups from negative to positive. As an international school, we have a responsibility to hold safe space for all who walk through our doors, whether it be to learn, teach, or operate in another capacity. As an educational institution, it is our duty to share reality and truth with our students as we prepare them to go out into the world—and likely, across it—to further their educations and begin their careers. It is also our responsibility to equip students with the necessary knowledge to eradicate their own false perceptions of themselves and others so that they can operate in confidence, fairness, and empathy.

You can adopt this wording, and the wording of this document as a whole, and/or adapt it to your needs.

After you have a grasp of your goal, the next step is to figure out who all will be involved and how you will get there. See an example below:

This initiative will be carried out through the following channels, in the following ways:

Who?

While this program aims to have a positive effect on everyone, we understand that everyone might not be ready to confront biases or problematic mindsets and interactions with those around them who are different. We lack the power to make anyone do anything, and therefore, we accept that everyone may not be ready for such change. For most of the school's population, the effects will be passive, meaning people will see positive images in front of them that might spark challenging questions in their own minds, or at least provide them a new dimension of information they didn't have before. For those who are more ready to confront the issue of discrimination, two entities (one student-led, the other staff-led), will create opportunities to grow in that way. The two entities are:

1. A diversity club, spearheaded by students, and
2. A committee, comprised of staff, representing an array of ethnicities and/or cultures.

What?

This is an organized, school-wide educational initiative that will organically place information in everyone's view in an effort to instill positive perceptions of people from all over the world, eliminating caricatures and validating individuals' humanity. For example, we will print posters from www.historyconfronted.com and place them around the school so people can see leaders of various ethnicities who have made tremendous contributions in the humanities, STEM, arts and entertainment, and their own hometowns. Based on the responses of this and other initial steps, the club and committee will determine what additional steps can lead the school in the direction of more inclusivity.

When?

Daily: Graphics will be peppered around the school on bulletin boards/walls of inspirational quotes by people of a variety of backgrounds. The central messages will be education, success and unity. These graphics will be mostly comprised of posters with quotes, a photo of the person who said/wrote the quote, and a short description of that person under their photo.



Weekly or Bi-weekly: The diversity club will meet and discuss what's happening on campus and upcoming events. They will also engage in a "character study," focusing on work(s) from a different notable author/scientist/businessperson/etc. person each month.

Monthly: The teacher committee will meet with the diversity club and discuss what's happening on campus, needed initiatives, and upcoming events.

Yearly: The year's efforts will culminate in Diversity Days, which will include International Day, headed up by the diversity club.

Where?

We will place 2-3 posters per floor of every building on this campus where people will see posters. The posters will be periodically rotated. Teachers will implement more diversity into their curricula in the classroom. There will be an effort throughout the school to be more aware of racist attitudes and discipline them accordingly.

Why?

Human bias is natural, and when coupled with insufficient information, it evolves into discrimination. As an international school that prides itself on the development of young minds, we must realize our responsibility to ensure our students are aware of the realities of the hostility surrounding diversity, both inside and outside the walls of our schools. Education that fails to make students aware of the ongoing racial tensions in the lives of the people around them, or that does not teach students how to deal with it when they are on the receiving end, is incomplete, especially since our student population hopes to pursue higher education in a country where we know tensions are high. We cannot knowingly send them to the West without having adequately prepared them for this very real aspect of society.

How?

- In addition to the visuals we will provide, we'd like to show a video during advisory one day of each month, highlighting a teacher and their experiences, failures, concerns, and triumphs. These teachers will answer a battery of well-crafted questions to give a rounded view of their experiences both back home and here in their current country of residence.
- We will work towards launching a diversity in humanity and education podcast.
- We will contribute content that aligns with our initiative to the big wall in the lobby, displaying highlights from teacher interviews, quotes from notable people, and posters.
- We would like to request to reserve at least one evening talk per trimester, each one addressing the same core issues, but with a different spin.
- Education starts at home, and we would like to hold a meeting with interested parties of parents who wish to delve deeper into this topic with their children, teaching them acceptance of the people at the school, not as just classmates and teachers, but as humans.
- We would like to give an award to the student who overtly displays inclusive character traits.
- If possible, we would like to have off-campus experiences (a trip to the opera house, an author's lecture, etc.).

At the beginning of the 2020-2021 school year, the committee and club will decide how we will measure the success of this initiative. At the end of next school year, we will use this information to determine how to build the plans for the second year.