

The Village School
Approved May 11, 2019

Diversity Equity and Inclusion Mission Statement

We believe in joining with our community to prepare our children, families, and staff to deeply engage with each other and understand today's world. Our commitment to diversity, equity and inclusiveness is integrated into our community's core values, and we hold ourselves accountable to operating in alignment with those values¹.

We envision a culturally sustaining school which is "responsive to the dynamic nature of society and young people"² where systems, curriculum, and practices are co-constructed through authentic engagement with our richly diverse community.

Continuously Learning: We recognize that there's a gap between our commitments and our current state. We are working to bridge that gap. We approach this work from a place of humility; as we make progress, we will also likely make mistakes and need to step outside of our comfort zone. Given our passion, this statement of our commitment will continually evolve as we learn and grow³.

Through this authentic community engagement process we strive to continuously work in these areas:

- Curriculum is reviewed to be equitable and relevant to the diverse experiences of people in our world, including struggles for justice & equality and rich histories of all peoples.
- Professional development supports culturally sustaining practices and pedagogy. We co-create diversity, equity and inclusion learning opportunities for staff, the community, and other schools.
- Decision making structures are systematically examined to ensure that culturally sustaining practices are central to all decisions in our school.
- Data is regularly collected and reviewed to encourage improvements in the cultural sustainability of our practices; learning outcomes; restorative justice; parent, staff and student experiences; retention; and graduation.
- Recruitment of staff, board and volunteers reflects the diversity of our community
- Practices, systems and communications are intentionally and regularly updated so that all individuals feel a strong sense of belonging in our community.

1 Diversity and Inclusivity Statement, Mountain Phoenix Community School, <https://www.mountainphoenix.org/about/diversityinclusivity/>

2 Symposium: Culturally Sustaining Pedagogy, Harvard Education Review, Spring 2014, <https://www.hepg.org/her-home/issues/harvard-educational-review-volume-84-number-1/herarticle/symposium-culturally-sustaining-pedagogy>

3 DEI Statement of Commitment, Green Dot Public Schools, March 1, 2018, http://wa.greendot.org/wp-content/uploads/2018/07/20180119_DEI-Commitment-Statement_With-context-1.pdf