



DIVERSITY, EQUITY, AND INCLUSION POLICY

DEI Guiding Statements

- **Vision:** We envision a vibrant community where diversity is celebrated, equity is pursued, and every individual feels a sense of belonging and empowerment.
- **Mission:** To nurture a community that celebrates the richness of human diversity, advocates for acceptance, and who is willing to challenge and change the status quo.

Core Values

- **Diversity:** We recognize the unique strengths and perspectives that each educator brings, valuing the collective wisdom formed by our diverse backgrounds and experiences.
- **Equity:** We are devoted to ensuring that all faculty members receive fair treatment, opportunities, and resources, regardless of their origin, identity, or beliefs.
- **Inclusion:** We aim to create a faculty culture where every educator feels valued, supported, and included, forming a united and collaborative teaching community.

Diversity, Equity, and Inclusion Policy

Commitment to Diversity: We recognize and value the diverse backgrounds, nationalities, cultures, languages, and experiences of our students, staff, and stakeholders.

Equity in Education: We commit to providing every student with the resources and opportunities they need to succeed, recognizing that fairness does not always mean sameness.

Inclusive Environment: We strive to create a school environment where everyone feels safe, respected, and included, irrespective of their background, identity, or beliefs.

Continuous Learning: We commit to ongoing professional development for our staff on DEI topics, ensuring that our teaching and administrative practices are always evolving and improving.

Community Engagement: We will actively engage with our community, seeking feedback and participation in our DEI initiatives.

Anti-Discrimination Statement: MEF International School does not tolerate any form of discrimination. This includes discrimination based on race, ethnicity, nationality, gender, sexual orientation, religion, age, disability, or any other characteristic. We are committed to providing an environment where all individuals are treated with dignity and respect.

DEI Strategic Plan:

1. Awareness and Education:

- Objective: Raise awareness about DEI within the school community.
- Action Steps:
 - Organize annual DEI workshops for staff, students, and parents.
 - Integrate DEI topics into the curriculum across grade levels.
 - Host cultural events and celebrations to highlight the diversity within our community.

2. Recruitment and Retention:

- Objective: Ensure a diverse representation of staff and faculty.
- Action Steps:
 - Review recruitment practices to eliminate biases.
 - Offer mentorship and support programs for new hires from diverse backgrounds.
 - Establish partnerships with organizations that support diverse hiring.

3. Policy Review and Development:

- Objective: Ensure all school policies are in line with DEI principles.
- Action Steps:
 - Form a DEI committee to review existing policies and recommend changes.
 - Engage with external DEI experts for policy guidance.
 - Regularly update the community on policy changes and their implications.

4. Community Engagement:

- Objective: Foster a strong relationship with the wider community on DEI matters.
- Action Steps:
 - Organize community forums to discuss DEI topics.
 - Collaborate with local organizations on DEI initiatives.
 - Seek feedback from the community on the school's DEI efforts and make necessary adjustments.

5. Monitoring and Evaluation:

- Objective: Regularly assess the effectiveness of DEI initiatives.
- Action Steps:
 - Conduct annual surveys to gauge the community's perception of DEI efforts.
 - Review student performance data to ensure equity in educational outcomes.
 - Report findings to the school board and community, and adjust strategies as needed.

Policy last reviewed August 2025