



## Know | Think | Care

### Action Plan

This plan will embody the school’s mission and position on diversity, equity, inclusion, and justice, and will guide the path which AISF must follow to continue to grow.

<b>Community Awareness, School Culture, Curriculum and Instruction</b>	
<b>Short Term Goals</b>	<b>Long Terms Goals</b>
<p>We will strive to increase communication with all members of the community in conversations related to diversity, equity, inclusion, and justice.</p> <p>Some ways we will accomplish this are, but are not limited to:</p> <ul style="list-style-type: none"> <li>● Increase all-staff social events off campus</li> <li>● Highlight support staff in a culturally friendly way in the newsletter and weekly update emails</li> <li>● Incorporate Sierra Leonean culture in literature and the Arts</li> <li>● Acknowledge and respect students' individual identities, pronouns, and preferred names.</li> <li>● Include curriculum that represents diverse nationalities, communities, and identities (socioeconomic, cultural, racial, religious, gender, gender identity, sexual orientation, physical and learning challenges)</li> <li>● Look for additional outreach opportunities within organizations and the schools</li> <li>● Build, create and develop community service and outreach</li> </ul>	<p>Ultimately, we will seek to ‘weave’ DEIJ into the code and ethos of the school.</p> <p>Some ways we will accomplish this are, but are not limited to:</p> <ul style="list-style-type: none"> <li>● Focus on building relationships and interconnectedness across employee groups</li> <li>● Support safe spaces within the school community in which students can discuss issues related to their identities.</li> <li>● Facilitate inclusive PD on DEIJ to faculty and interested parties by internal and external facilitators</li> <li>● Support staff training involvement in school initiatives</li> <li>● Identify ways to address the “sheltered” nature of our student population by:               <ul style="list-style-type: none"> <li>○ introducing/facilitating connections with other schools in Sierra Leone through activities and competitions (Math Bowl, Spelling Bee), and outreach</li> <li>○ Participating in Sierra Leonean community-building practices</li> </ul> </li> <li>● Development of resources (library, classroom) to reflect a diverse array of identities, cultures, and practices</li> <li>● Documentation of the curriculum identifying themes/units related to DEIJ</li> </ul>

## Hiring, Retention, Promotion, and Training

Short Term Goals	Long Terms Goals
<p>Review practices to be more inclusive.</p> <p>Some ideas and examples include:</p> <ul style="list-style-type: none"><li>● Consider ways to demonstrate gratitude for staff and faculty</li><li>● Implement formal exit interviews</li><li>● Recognise the achievements of support staff</li><li>● Celebrate the PD training and achievements of all the staff</li><li>● Actively broadcast and share our DEIJ policy with applicants during the interview process</li></ul>	<p>Develop policies to support DEIJ within the hiring process.</p> <p>Some ideas and examples include:</p> <ul style="list-style-type: none"><li>● Consciously develop and implement advancement opportunities</li><li>● Examine how we determine international packages</li><li>● Develop policies to support DEIJ within the hiring process</li><li>● Revise amount of funds available for staff to access DEIJ PD</li><li>● Examine maternity and paternity leave policies</li></ul>
<b>Resources</b>	American International School of Cape Town. (2020). <a href="#">DEIJ Action Plan</a> . Cape Town, South Africa: n/a.

## OUR DEIJ PHILOSOPHY

We have a responsibility to value individual differences and provide a safe space where all members of the school community feel a sense of belonging.

We believe a diverse, inclusive, and equitable school community is critical for all of us to participate in a complex and interconnected society. We aim to create and sustain a safe and welcoming community.

All aspects of school life – including curriculum, admissions, human resources, support for students, families, and staff – reflect our commitment to impacting positive change.

## BELONGING: DEFINING DIVERSITY, EQUITY, INCLUSION, AND JUSTICE

When diversity, equity, inclusion, and justice are interconnected, members of our community have a sense of *belonging* where every person feels welcome, valued, and heard.



**Diversity**

Diversity refers to the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, cognitive abilities, religious or ethical values system, national origin, and political beliefs.



**Equity**

Equity refers to fair and just practices and policies that ensure all campus community members can thrive. Equity is different from equality in that equality implies treating everyone as if their experiences are exactly the same. Being equitable means acknowledging and addressing structural inequalities – historic and current – that advantage some and disadvantage others.



## **Inclusion**

Inclusion refers to a campus community where all members are (and feel) respected, have a sense of belonging, and are able to participate and achieve their potential.



## **Justice**

Justice is about fairness, balance, and “dismantling those barriers to resources and opportunities in society so that all individuals and communities can live a full and dignified life.” Justice requires that we acknowledge how the history of our communities, institutions, and society has shaped the present, and that we use this understanding to build a better future.

This policy should be reviewed annually and revised as needed.