



## **PURPOSE, ASPIRATIONS, AND GUIDING PRINCIPLES (Draft)**

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### **Our Mission**

The Diversity Collaborative (DC) is committed to creating and sustaining a more diverse, inclusive, equitable, and just international school community. While the DC serves leaders in education, we distinguish leadership from positions of authority and believe anyone in a school community can act as an agent of change regardless of their titles. Still, to truly demonstrate our commitment to diversity, equity, inclusion, and justice, the DC wholeheartedly challenges all leaders and learning organizations to address the absence of diverse leadership in international education through recruitment and by promoting culturally sustaining school communities. As such, the DC provides leadership development for international school communities to (1) critically reflect on **diversity** or the lack thereof, (2) develop **equity**-minded stakeholders, (3) promote **inclusive** environments and (4) serve as social **justice** activists.

### **Our Vision**

Our hopes and dreams are not merely to encompass a broad range of identities within the international school community. We recognize that diversity without equity and inclusion is merely a statistical exercise. So we strive for far more: to not only recognize and redistribute power, but to eradicate the power structures that cause and have caused injustice, inequity, and exclusion.

## Our Guiding Principles

We Believe In...	So We Must... <sup>1</sup>
<p><b>DIVERSITY</b> and the presence of difference in society, in our schools, and in our own lives.</p>	<ul style="list-style-type: none"> <li>● Acknowledge the presence of difference in multiple groups</li> <li>● Learn diverse histories and cultural backgrounds</li> <li>● Recognize intersectionality within multiple groups</li> <li>● Name characteristics of dominant culture</li> <li>● See differences of marginalized groups without prejudice or bias</li> </ul>
<p><b>EQUITY</b> and ensuring everyone has what they need to fully participate in society, in our schools, and in our own lives.</p>	<ul style="list-style-type: none"> <li>● Challenge inequity when we see, hear, or experience it</li> <li>● Distinguish inequity at different levels of society and our schools</li> <li>● Explain the short and long-term impact of inequity on marginalized groups</li> <li>● Demonstrate awareness of advantages and disadvantages based on multiple identities</li> <li>● Identify figures, groups, events, strategies, and philosophies relevant to the history of inequity around the world</li> </ul>
<p><b>INCLUSION</b> and embracing differences in society, in our schools, and in our own lives.</p>	<ul style="list-style-type: none"> <li>● Interact comfortably with all people, whether similar to or different from us</li> <li>● Develop inclusive language and knowledge to accurately describe difference</li> <li>● Express curiosity about the history and lived experiences of others without tokenizing or expecting diverse groups to educate us</li> <li>● Build connections with diverse groups by showing empathy regardless of difference</li> <li>● Demonstrate an understanding that diversity includes the impact of unequal power relations on the develop of group identities and cultures</li> </ul>
<p><b>JUSTICE</b> and ensuring DEI through systems, policies, and practices in society, in our schools, and in our own lives.</p>	<ul style="list-style-type: none"> <li>● Challenge individuals when their words, actions, or views exclude or harm marginalized groups</li> <li>● Dismantle systems, policies, and practices that exclude or marginalized groups</li> <li>● Take collective responsibility for standing up to injustice, inequity, and exclusion</li> <li>● Plan and carry out collective action against injustice, inequity, and exclusion</li> <li>● Create systems, policies, and practices that achieve DEI</li> </ul>

<sup>1</sup> Adapted from Teaching Tolerance's Social Justice Standards

**What might our team's purpose statement be?**

This will drive our work. It is what should be core to what we do and from it will come our objectives. It also shapes our team's beliefs.

Consider the following questions when drafting our purpose statement:

- What does the DEI team do?
- Who does the DEI team serve?
- How does the DEI team serve them?

**What might our team's aspirations be?**

Stating our aspirations gives our team direction. It is the future of our team's DEI work, which provides us with purpose. It is about who we believe we should become and focuses on our aspiration beliefs.

Consider the following questions when drafting our aspiration statement:

- What are the hopes and dreams of our DEI team?
- What problems is the DEI team solving for the greater good of SAS?
- Who and what is the DEI team inspiring to change?

**What might our team's guiding principles be?**

Our guiding principles state explicitly what our team believes in and the explicit acts our team will take that align with these beliefs.

Consider the following questions when drafting our guiding principles:

- What does our DEI team believe in as it relates to diversity, equity, and inclusion?
- What actions must our DEI team take as it relates to diversity, equity, and inclusion?