



DIVERSITY and INCLUSION

In accordance with the Board of Trustees' Resolution on Diversity (see webpage), St. Paul Academy and Summit School strives to support each student, and all members of the community, in their identities by creating an environment where all are welcomed and valued. SPA believes that diversity is an asset that strengthens education by encouraging academic achievement, fostering the essential value of respect, developing the skill to learn from and about multiple perspectives, and preparing students to live and work in a global community. SPA requires a thoughtful commitment on the part of each member of the school's community to contribute positively to this environment.

SPA is committed to the principles of diversity, and strictly prohibits discrimination on the basis of race, color, national origin, age, marital status, gender identity, disability, religion, sexual orientation, or any other identity. The safety and privacy of our students is of the highest priority. SPA's policies on matters related to diversity reflect best practices in ensuring all students may participate fully in the community as one's authentic self and may safely develop in one's whole understanding of self; as such, these policies will be regularly reviewed and updated.

Diversity in the educational and professional mission of the school may take many of the following valued forms:

1. The school will seek to achieve a **diverse and inclusive community**.
2. The school is committed to employing a **diverse and highly qualified faculty and staff**.
3. The **climate and culture** of the school are key ingredients to success.
4. The **academic program** offered by the school reflects a commitment to learning that seeks active engagement with diverse ideas and perspectives and seeks understanding across difference.
5. The **activities and extra-curricular programs** of the school encourage inclusiveness.

Gender Diversity Statement

In creating a safe educational environment where all students, faculty, and staff can be their authentic selves, St. Paul Academy and Summit School embraces practices and policies that support the affirmed gender identity and gender expression of all community members. SPA recognizes gender identity and expression are not binary classifications. In addition to working to create a school free from discrimination for our gender diverse community, we also provide the education and support necessary to foster an educational environment of inclusion, fairness, and equitable treatment for all.