

WASHINGTON ACADEMY'S ROADMAP TO AN EQUITABLE AND INCLUSIVE SCHOOL COMMUNITY

ADOPTED BY THE WA BOT APRIL 15, 2021

At Washington Academy, we are committed to being an equitable and inclusive school community. The following is a roadmap that defines our areas of focus for meeting this commitment. The objectives in this document are based on the Levels of Inclusive School Communities, as defined by The Glasgow Group LLC, for National Diversity Practitioners Institute and have been customized for Washington Academy. This is an active living document, designed to guide our school community in honoring equity, inclusion and diversity (EID).

PHILOSOPHY

1. The school community understands that sustainable equity, inclusion and diversity requires a systemic approach that creates an organizational culture of inclusivity. The most successful EID initiatives are sustainable, meaning the strategy is supported by the entire organization, is measurable over time, and is embedded into existing processes.
2. Diversity is critical to the mission and philosophy of the school and is stated explicitly. The school community recognizes that diversity includes, but is not limited to, age, race, gender, ethnicity, sexual orientation, gender expression, sexual identity, ability, language, family circumstances, income, access to resources, religion, geographic area and cultural backgrounds.
3. Commitment to and knowledge of diversity is a job expectation for employees and an expectation for all students and trustees.
4. The Board is engaged in increasing their knowledge of diversity and considers diversity strategically as they conduct long-term planning for the school.
5. The Head of School speaks directly to the school's commitment of EID.

POLICIES AND PRACTICES

1. The school's policies and practices reflect a comprehensive and systemic understanding of diversity that can grow and change over time in response to shifting paradigms.
2. The school's policies and practices create an environment and culture of support and empowerment for all members of the school community.

3. The school develops meaningful requirements for cross-cultural competency and provides training and support for all members of the school community, including the Board of Trustees, parents, students, and all school personnel.

CURRICULUM AND PEDAGOGY

1. Curriculum fosters an understanding of systems of power (the beliefs, practices and cultural norms on which individual lives and institutions are built) and develops tools for equity and justice.
2. Curriculum consciously incorporates, respects, and affirms non-normative identities, multiple learning styles, and multiple perspectives which include the realities of community members and the larger society.
3. Curriculum is salient and relevant to the lived experiences of the members in the Washington Academy community.
4. Students are invited to actively engage with teachers in a co-construction of knowledge and meaning.

HANDLING DISSENTION

1. Voices of dissent are understood to be an important part of the process to build an inclusive multicultural community. The school includes multiple voices from the school community at the table when considering major decisions.
2. Voices of dissent are educated about allyship, equity, and justice. This education is supported by curriculum and professional development.
3. The school community has systemic channels for input when they seek to offer it.

ACCOUNTABILITY AND FUTURE PLANNING

1. The school's EID practices are constantly evolving through systems of checks and balances.
2. Assessment tools are used regularly by the Board of Trustees and Head of School to monitor the school's culture and ongoing efforts in teaching & learning, hiring & training, development & communications, community life, and enrollment management.
3. The school builds strategic plans to support long term diversity work.
4. The school engages all constituencies in feedback to monitor its progress.
5. Accountability lies with a designated practitioner, Head of School, and ultimately the Board of Trustees.