



# The Pingry School's DEIB Strategic Plan

**Our Mission:** To sustain a strong sense of belonging for all members of our community so that every member can thrive.



## THEME: Community

**Goal 1:** Attract and support a diverse student body so that our students learn in an environment that deepens collective learning and improves outcomes

**Goal 2:** Cultivate a diverse employee body so that our students see themselves in their educators and learn more comprehensively from a diverse set of perspectives

**Goal 3:** Build support for the School's DEIB efforts among families and alumni so that our students benefit from a community of active champions and ready advocates.

## THEME: Climate & Culture

**Goal 1:** Promote a respectful and inclusive climate that values and celebrates the diversity of our community so that all members feel welcomed and accepted

**Goal 2:** Foster a supportive culture so that all members feel safe and have a strong sense of belonging

**Goal 3:** Develop equity-based supporting structures (i.e. policies, practices, and protocols) that actively work against discrimination and bias in all their forms so that all students and employees are set up to thrive

## THEME: Teaching & Learning

**Goal 1:** Design student curriculum and co-curricular programming so that our students grow into Intercultural and Global Citizens, per our Student Core Competencies Framework

**Goal 2:** Provide employee education on DEIB issues and best practices to deepen DEIB fluency so that our students are prepared to learn from, live with and work with others in diverse communities, both nationally and globally

**Goal 3:** Offer parallel parent/guardian engagement opportunities so that, in the best interest of all Pingry students, they work to understand, empathize with, and respect the different perspectives of others