



miriam

SCHOOL and LEARNING CENTER

 Strengthening DEI in the Miriam community

An open dialogue that will help us grow.



Our Diversity, Equity, and Inclusion Efforts

- ✧ In January 2020, Miriam formed a DEI committee to formally begin a coordinated and strategic effort to work toward being a more inclusive and equitable organization.
- ✧ Over 20 individuals serve on this initial committee, including staff, administrators, Board trustees, parents, students, and community members.
- ✧ The goal of the committee is to identify any obstacles to complete acceptance and inclusion for everyone in our community, and to develop strategic goals to strengthen our position with DEI.
- ✧ The group decided we needed input from the wide Miriam community in order to evaluate our strengths and weaknesses.

Diversity, Equity, and Inclusion Study and Focus Groups

- ✧ In 2021, Miriam purchased an empirically-based Assessment of Inclusivity and Multiculturalism (AIM) from NAIS (National Association of Independent Schools).
- ✧ We invited approximately 1,700 students, trustees, administrators, teachers, faculty, staff, parents, guardians, and Miriam alumni to participate in the study, and 316 completed the AIM survey.
- ✧ We held ten confidential focus groups comprised of a cross section of Miriam constituents, who openly shared their thoughts and views regarding DEI and Miriam.
- ✧ NAIS compiled the results of the AIM survey, and focus group chairs summarized the confidential findings from the focus groups.

AIM Comparison: Miriam DEI Strengths from All Constituents

✧ Overall School Morale

Miriam 4.1

High Performing Schools 4.3

All Schools 3.9

✧ Satisfaction with Multiculturalism

Miriam 4.1

High Performing Schools 4.1

All Schools 3.9

✧ Satisfaction with Inclusiveness

Miriam 4.3

High Performing Schools 4.4

All Schools 3.9

*Likert scale 0-5 where 5 is
optimal, 4.0+ is healthy

Areas Meeting or Exceeding High Performing Schools from All Constituents

- ✧ Miriam works effectively with individual differences based upon disability, religion, sexual orientation, socio-economic status, race, and age.
- ✧ All students have an equal opportunity for success, regardless of gender identity.
- ✧ Teachers help and support each other.
- ✧ School leaders treat all staff with respect and are friendly.
- ✧ Teachers listen to what students say.
- ✧ An atmosphere of inclusiveness and multiculturalism exists in this school.
- ✧ Staff or teachers intervene when students are teased, harassed, or discriminated against.

Summary of Priority Improvement Areas from All Constituents

- ✧ Faculty, administration, and trustees do not reflect the diversity of the students served.
- ✧ The school environment does not always feel welcoming to all students and families.
- ✧ At times, students feel they are bullied at school.
- ✧ Parents do not always feel they understand the organization's mission, policies, and programs with regards to DEI.
- ✧ BIPOC (Black, Indigenous, & People of Color) parents do not always feel they have a voice in the organization's DEI movement or feel inclusive in decisions.
- ✧ The organization's DEI mission, goals and objectives are not clearly communicated.
- ✧ The school does not always incorporate a multicultural perspective into all parts of curriculum.
- ✧ Alumni do not always feel connected with Miriam after graduation.

Miriam's Statement of Diversity and Inclusion

We honor the dignity and uniqueness of each person and group, and strive to create a fully-inclusive and representative community. This ensures an equitable opportunity for everyone to participate in our community including minority individuals such as Black, Indigenous, and people of color (BIPOC) and other underrepresented or marginalized groups including LGBTQIA+ and individuals with disabilities.

Miriam School and Learning Center's Supports our LGBTQIA+ Community

The mission of the Miriam School and Learning Center organization is to empower unique learners to develop confidence and a foundation for success. In the spirit of our mission, the Miriam organization fully embraces and supports our diverse students and families including those identified as LGBTQIA+. We strive to provide a nurturing environment where all people feel a sense of belonging to our community. We demonstrate support in our personalized approach, curriculum, policies and procedures. The Miriam community celebrates each student for the gifts, strengths, and talents he/she/they brings to our community and to this world.

Miriam's DEI Goals

(Not yet Board approved)

- ✧ Miriam will work towards DEI excellence by identifying diversity/inclusion strengths and weaknesses and related areas of improvement.- **Completed**
- ✧ Miriam's faculty, staff, administration, and Board of Trustees will reflect the diversity of the students we serve and their families.- **In Process**
- ✧ Miriam constituents will be instrumental in reaching multicultural and inclusivity excellence within the organization.- **In Process**
- ✧ Miriam will strive to ensure parents, students, employees and board members feel unconditional acceptance here, and will keep an open heart to all concerns on this matter. - **In Process**
- ✧ Children meeting entrance criteria will have equitable access to attend Miriam School and Learning Center. - **In Process**

Miriam DEI Progress

- ✧ Miriam's DEI committee is formed.
- ✧ Miriam-wide survey is completed.
- ✧ Agency DEI goals are drafted.
- ✧ Meetings are established to open up avenues for DEI conversations.
- ✧ Yearly staff and Board DEI training occurs.
- ✧ The DEI committee moves to a Board committee because of its importance.
- ✧ Human Resources identifies ways to attract minority educators and attends minority recruiting events.
- ✧ To attract quality educators, teachers and support staff, salaries are moved close in line with Special School District, and administrative staff salaries are moved within 90% of market study.
- ✧ A part-time recruiter position is added to the Learning Center to increase qualified minority and other applicants.
- ✧ Restorative justice model is implemented, accounting for student differences when addressing disciplinary issues.

What's Next?

- ✧ The DEI Board committee meets every other month to monitor agency progress on the DEI plan, and this progress is reported to the full Board at each Trustee meeting.
- ✧ This year, DEI subcommittees will set objectives for each goal and related measurable actions steps. The DEI Board committee will monitor progress on the action steps and goals, and Miriam's Board will ensure DEI strategic goals are met.
- ✧ The Board will approve the DEI strategic plan.
- ✧ Twice each year (Fall and Spring), Miriam management will hold meetings to encourage students, families, and other Miriam constituents to have a voice in Miriam's DEI progress.
- ✧ All Miriam management maintains an open-door policy, and we encourage parents and other stakeholders to freely share their DEI vision with us anytime.

Discussion and Comments