



Statement on Diversity, Inclusion and Equity

From its founding, diversity and access have been integral to the mission of the Urban School as reflected in one of our Core Values:

We honor **the** uniqueness of each individual and embrace diverse backgrounds, values, and points of view to build a strong, Inclusive community and to prepare students for lives in a multicultural society.

The best education occurs in a school comprised of students, teachers, and families drawn from diverse socio-economic backgrounds, cultures, races, religions, sexual orientations, gender identities and gender expressions. The Urban School has a larger public purpose to matriculate, educate, and graduate students who have been historically underrepresented in independent schools.

A diverse school community alone is not enough. While the work of diversity and community always has been a part of the Urban School's mission, we seek to build on this commitment by striving to create a truly inclusive school: one where students and adults are welcomed and supported, and where their faces, voices, and experiences are reflected and valued. We believe that the work of inclusion is a responsibility held by all and done for all, person to person.

The Urban School is committed to providing every student an equal opportunity to participate and thrive in the academic and co-curricular programs.

The Urban School gives definition to this vision of a diverse, inclusive and equitable community by encouraging and valuing:

1. **Equitable Access to School's Programs and Practices:** We implement programs and practices that provide equal access and enable all students to thrive academically, athletically, socially, and emotionally.
2. **Inclusive Teaching and Learning:** We examine and revise our curriculum and teaching practices as necessary to ensure that we are effective in reaching every student. We train our teachers to recognize and to understand the range of needs and learning styles among our students, and to hone their skills in building and sustaining an inclusive classroom.
3. **Personal Expression and Experience:** We affirm the uniqueness of each individual and value individual ways of existing in the world. We are committed to understanding how personal, cultural, and historic aspects of identity contribute to and enrich our school community.
4. **Self-Reflection and Exploration:** We teach individuals to question their cultural viewpoints and assumptions and to modify them when appropriate. We are committed to exploring the shape of Urban's unique school culture to better understand the experiences of students and adults from diverse backgrounds as well as to challenge our own practices.

5. **Meaningful Interaction and Dialogue:** We challenge every individual to interact meaningfully with the entire school community and to learn from one another, honoring our differences while embracing shared values. We provide a safe environment that encourages expression of our differences in ways that invite dialogue and education rather than cause alienation. We encourage curiosity and inquiry so that we can learn from a diverse range of experiences and points of view.
6. **Community Involvement and Service:** We use the above practices to instill a consciousness of social justice, an ethic of citizenship, and a commitment to service. We teach and practice responsibility towards and engagement in our school, our larger community and the world.

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September 18, 2023