



## **Aspen Academy Culture, Diversity, and Inclusivity Philosophy and Policy**

### **Philosophy**

At Aspen Academy, our philosophy is rooted in the belief that a culture of diversity, equity, and inclusivity is essential for fulfilling our vision: "We are a national leader in innovative and transformative education."

Our academic, community and LIFE programs (Leadership Development, Inclusivity, Financial Acumen, Entrepreneurial Mindset), are designed to develop culturally competent leaders equipped with the durable skills necessary for a positive and productive life.

Our mission is to edify and inspire students, parents, and educators to grow, learn, and lead. It underscores our dedication to preparing students to be culturally competent in their citizenship and leadership. We define cultural competency as the ability to understand, appreciate, and effectively interact with individuals from diverse backgrounds, recognizing that this skill is crucial for success in our interconnected world.

Be Kind, Do Good, Work Hard, Make the World Better are our community's values and serve as the foundation of our commitment to cultural competency. We believe these values are closely intertwined with the principles of diversity and inclusivity.

### **Diversity, Equity, and Inclusion**

At Aspen Academy, we are resolutely committed to cultivating a diverse, equitable, and inclusive community. Our program empowers students to embrace diversity, equity, and inclusivity as cornerstones of their personal and academic growth.

### **LIFE and Cultural Competence**

The LIFE program is a driving force behind developing cultural competence. Leadership development within LIFE focuses on inclusive leadership, emphasizing the value of diverse perspectives.

## Policy Statement

Our commitment to cultural competency and inclusivity is fortified by concrete policies that guide our actions and decisions within the Aspen Academy community. We pledge to:

- **Provide a Respectful Learning Environment:** We are dedicated to maintaining a learning environment that respects differences and is free of hateful language or discrimination.
- **Inclusive Curricula:** We are committed to curricula, educational, and instructional materials that are inclusive of diverse perspectives, ensuring that our students have access to a well-rounded and culturally rich education.
- **Citizenship:** We recognize the importance of a developmentally appropriate curriculum that equips our students to be positive and productive citizens in their communities as well as the world beyond.
- **Civic Engagement:** Students have the opportunity to engage in civic leadership through various programs both in the school and with local, state and federal civic leaders. This engagement allows our students to develop and practice key skills for leadership and lifelong learning.
- **Diverse Community:** We actively recruit and retain a diverse student body, faculty, staff, and administrators, striving to create a community that reflects the diversity of the world we prepare our students to navigate.

This philosophy and policy statement underscores our commitment to fostering cultural competency, diversity, and inclusion at Aspen Academy. Together, we work to create an educational environment where every individual is empowered to become a competent leader of themselves and others, possessing the durable skills necessary for a positive and productive life in an ever-changing world.