

DEIB Strategic Plan 2023-2026



Our DEIB plan, goals and priorities are informed by the ISB Mission and Core Values of Excellence, Character & Community, and aligned with our DEIB Guiding Statement and Commitments. We commit to review, assess and communicate our progress, check our assumptions, and make adjustments to this plan annually.

Goal 1:
Develop a more
diverse and
inclusive school
community

Goal 2: Systematize
DEIB-related data
collection and use
across all areas of
the school

Goal 3:
Develop the
capacity of
employees to
integrate DEIB
principles and
approaches into all
school policies and
practices

Goal 4: Ensure a
culturally
responsive, inclusive
curriculum and
learning
environment for all
ISB students

**Inclusion
at the
Forefront**

Goal 1: Develop a more diverse and inclusive school community

- Priority #1: Transform recruitment, hiring, and retention norms, approaches, and practices to increase BIPOC+ representation among our employees (in partnership with Human Resources)*
- Priority #2: Upgrade student recruitment/offer norms, approaches, and practices to increase both racial and socioeconomic representation among our student body (in partnership with Admissions)*

**Assessment
and
Reflection**

Goal 2: Systematize DEIB-related data collection and use across all areas of the school

- Priority #1: Design/adopt and implement processes and systems for collecting DEIB data*
- Priority #2: Use DEIB data collected to track progress, identify gaps, uncover trends and proactively respond to issues and needs*

**Professional
Learning
and Growth**

Goal 3: Develop the capacity of employees to integrate DEIB principles and approaches into all school policies and practices

- Priority #1: Develop shared understanding of DEIB across the school community*
- Priority #2: Build DEIB learning and engagement into annual planning and schedule*

**Curriculum
and Student
Engagement**

Goal 4: Ensure a culturally responsive, inclusive curriculum and learning environment for all ISB students

- Priority #1: Engage in a comprehensive curriculum review focused on increasing and integrating diverse voices and perspectives into our classrooms)*
- Priority #2: Reshape our pedagogies across and within subject areas to align with an equitable, culturally responsive and affirming approach to teaching & learning*
- Priority #3: Build capacity and opportunity for student DEIB leadership both inside and outside of school*