

STRENGTHENING DEIB IN OUR MIRIAM COMMUNITY

A YEARLY DIALOGUE
FOR 2023-2024

miriam
SCHOOL and LEARNING CENTER



OUR DIVERSITY, EQUITY, INCLUSION, AND BELONGING VISION



- Miriam's vision is that all of our programs and businesses support a welcoming culture that embraces, respects, and values everyone's differences.



HOW WE SUPPORT OUR DIVERSE COMMUNITY

- We empower unique learners to develop confidence and a foundation for success as our mission.
- We honor the dignity and uniqueness of each person and group. We strive to create a fully inclusive and representative community.
- We respect differences in culture, age, gender, sexual orientation, spiritual beliefs, socioeconomic status, language, race, abilities, and other variables that make us unique individuals.
- 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.
- We celebrate each student for the gifts, strengths, and talents they bring to our community and to this world.



DEIB GOALS

OUR PROGRESS

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GOAL #1



We will achieve DEIB excellence by successfully implementing a comprehensive diversity, equity, inclusion, and belonging plan that draws upon the organization's strengths and addresses areas needing improvement.



PROGRESS TOWARDS GOAL #1



- The DEIB committee updated the DEIB plan's definitions, goals, and objectives.
- This Board committee reviews progress made with DEIB goals, objectives, and action steps annually.
- Baseline comparisons were established to determine progress with the plan.
- The Committee expects yearly progress when compared to the prior year's baseline performance.
- Various constituent groups will establish measurable action steps related to the goals and objectives next school year.

GOAL #2



Miriam's faculty, staff, administration, volunteers, and Board of Trustees will more fully reflect the diversity of the students and families we serve.



PROGRESS TOWARDS GOAL #2



- 9.1% of current Miriam employees report they are part of a minority group. Currently 27.9% of students attending Miriam K-12 school self-identify as a minority student (excluding Undisclosed and Other). Including the Learning Center, 50% of students self-identify with a minority group.
- 10% of Miriam's Board report they are part of a minority group compared to 4.8% last year. We continue to work with diverse community organizations to recruit new board members.
- Miriam currently has a 13.3% turnover rate compared to 18.3% last year. Competitive salaries, benefits, training, and other efforts are helping to recruit and retain diverse staff.
- Miriam participated in the Diversity Teacher Job Fair as a means of recruiting minority teachers and support staff.

GOAL #3



Our community will demonstrate an inclusive perspective and actions through a lens of diversity and respect.



PROGRESS TOWARDS GOAL #3



- Over 60 employees and Board members participated in a half-day DEIB training to learn new strategies to individually and collectively be more inclusive in our actions.
- The Miriam community held a day of peace and unity in support of anyone who is affected by cultural and religious wars or turmoil.
- Miriam Parent Association events are offered free of charge to all families including pizza Fridays for students who cannot afford to pay for this meal.
- Grades 9-12 focused on different heritages each month, highlighted by educational bulletin boards, assemblies, and presentations, and all K-8 classrooms studied civil rights in History.
- K-8 teachers purposefully chose culturally responsive novels for instruction and the High School incorporated diverse perspectives into English and History units.
- K-8 restorative justice assemblies focused on celebrating individual differences and perspectives.
- MLC offers bilingual language testing and interventions. Testing rating scales are available in Spanish. Interpreters are also used for families who require this service.

GOAL #4



Our parents, students, employees, volunteers, and Board members will feel a sense of unconditional acceptance and belonging at Miriam.

PROGRESS TOWARDS GOAL #4



- Miriam's K-12 school calendar honored community feedback regarding revised holidays.
- Miriam's paid time off work policy was revised to encompass two additional religious holidays.
- The agency makes accommodations for food-related religious restrictions for departmental and agency-wide events.
- Miriam ensures that media photos clearly represent the students and families served through our programming.
- Families of color are invited to serve on the DEIB committee to provide valuable input into policies, procedures, and activities.
- A 2024 Miriam High School student poll indicated 96% of students reported feeling welcome and accepted.

GOAL #5



We will increase our ability to provide equitable access for prospective students meeting entrance criteria to attend Miriam School and Learning Center.



PROGRESS TOWARDS GOAL #5



- Miriam focused on fundraising this year to provide more scholarships for families of low SES. During this fiscal year, 134 students received over \$2 million in financial aid so they can participate in Miriam programs.
- Miriam provided affordability workshops for current and perspective families, partnering with Navigate SLT, Today and Tomorrow Foundation, and Edward Jones.
- Miriam's student recruiting efforts targeted underserved areas through marketing campaigns, student recruitment fairs, and partnering with local providers and partner agencies such as public libraries.
- The agency increased access to community resources for all families through our revised website, Family Connect on Facebook, and Ask Miriam.
- Miriam will be featured on "Viewpoint with Dennis Quaid", a national docuseries on autism education. This will help get the word out about Miriam's services and it will also reach new, potential donors who can financially support our mission.

DISCUSSION AND QUESTIONS

THANK YOU!

