## STRENGTHENING DEIB IN OUR MIRIAM COMMUNITY

**AYEARLY DIALOGUE** FOR 2023-2024





### 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.

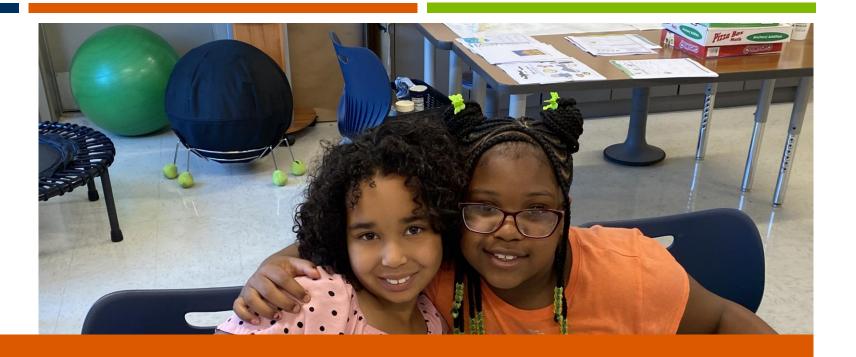


### **DEIB GOALS**

**OUR PROGRESS** 



### **GOAL #I**



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.





- 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.





- 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.

# International Pence Day

**GOAL #3** 

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





- 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.



- 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.





- Miriam focused on fundraising this year to provide more scholarships for families of low SES. During this fiscal year, I 34 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

### **THANKYOU!**

