



Episcopal Day

SCHOOL OF ST. MATTHEW

Our Vision Statement for Diversity, Equity and Inclusion at Episcopal Day

Episcopal Day School is a compassionate community of learners founded on the Episcopal ethos of exploring the complexity of our world, working towards justice for all people, and embracing diversity and the dignity of every human being.

At Episcopal Day, we believe the work of diversity, equity, and inclusion lights the path toward our mission to prepare our students to be leaders of positive change. It shines through our school's purpose to educate and inspire, through our sense of shared responsibility for our values and outcomes, and through the spirit of belonging that we expect all members of our school community to uphold.

The Purpose, Responsibility, and Spirit of our Vision

The purpose of our diversity, equity, and inclusion work is to ensure that Episcopal Day School reflects a diverse set of identities, embeds a wide range of perspectives into an academically challenging course of study, and equips our students with the skills and courage needed to make a change in our world.

The responsibility for our diversity, equity, and inclusion work sits with all of us, as reflected in our school's central prompt - "This is my day. What will I do?" To that end, our strategies and goals encompass all constituencies in the school, provide opportunities for everyone to participate, and hold ourselves accountable to measure our progress toward our stated intentions.

The spirit of our diversity, equity, and inclusion work is anchored in our pursuit of a community where all people, with all of their identities, feel welcomed and valued. Together, we support each child in realizing their full potential so that when they graduate, they carry the strength of character and confidence to make decisions that are consistent with their values.

Our Diversity, Equity, and Inclusion Work in Action

Our vision, rooted in our Episcopal values, weaves diversity, equity, and inclusion into all aspects of our school. This commitment is evident from the start of the day in Chapel to our central focus on purpose, responsibility, and spirit. It is reflected in our instructional practices and institutional policies, extending from our classrooms to our Boardroom.

As we pursue our vision, this is what our actions will look like in the months and years ahead:

- We are committed to a program, pedagogical practices, and curriculum that promote belonging, justice and equity. Our vision allows students to see themselves and others, providing both

“windows and mirrors” into lived experiences. These experiences advance a broad understanding of all life experiences and provide opportunities to understand how inequities lead to injustice. Our students will be taught to recognize the barriers that interfere with an individual’s pursuit of a full life, which will support them in developing strategies and steps to dismantle those barriers in the world. In addition, our vision seeks ways to engage in local projects and initiatives that promote belonging, justice and equity, aiming to build trusting, mutually beneficial relationships in the partnerships we develop. Therefore, we will educate our students to:

- Tell their own stories with confidence and listen to and learn from others’ stories
 - Challenge assumptions
 - Interrupt bias
 - Recognize how advantage and power may support or diminish a just world
 - Think critically
 - Develop empathetic mindsets
 - Engage in thoughtful discourse
- We are committed to reflecting the changing demographics of our community, state, and country. Therefore, we will:
 - Nominate individuals for trusteeship who will bring diverse perspectives to the Board
 - Commit to increasing the number of students and families that are currently underrepresented in the school
 - Enhance and sustain a diverse professional community

As the intentions outlined here become more fully evident in our institutional policies and our classroom practices, we expect a wide range of opinions to be voiced – an essential resource for critical inquiry. We embrace this truth and have faith in our ability to bring forth differing perspectives in kind, constructive and respectful ways. We know we live in a rapidly changing society. As such, we expect that while our commitment to diversity, equity, and inclusion is unwavering, we will consistently challenge ourselves to revise and improve our approach.

Most importantly, we know that the deliberate pursuit of this vision will allow our graduates to have an advantage in their future education precisely because of their well-honed ability to dig deeply into this generation’s most pressing questions and dilemmas.

Consistent with foundational beliefs of the Episcopal faith, Episcopal Day School imagines a future that is more equitable and just. We align our academic program as a tangible means to move ever closer to making this dream a reality.