



## **Diversity, Equity, and Inclusion Plan 2025–2026**

At The International School of San Francisco, our Mission, Values, and Commitment to Equity guide and inspire our work in Diversity, Equity, and Inclusion (DEI). As a bilingual, international school, we embrace the rich diversity of backgrounds, identities, and experiences that strengthen our community. We remain committed to fostering a respectful, inclusive environment where every student, family, and staff member is valued and supported. Our goal is to ensure equity and inclusion are integrated into every aspect of school life.

In today's climate, where Diversity, Equity, and Inclusion work is subject to greater public scrutiny and varying interpretations, we reaffirm our enduring commitment to these values. In alignment with applicable laws and guidance, our efforts focus on removing systemic barriers, promoting fair access to opportunities, and supporting the full participation of every community member. We continue to listen to and learn from a wide range of perspectives, particularly those historically underrepresented in educational spaces, as part of our values-based approach to inclusion.

This plan outlines both continuing and new initiatives for the 2025–2026 school year. It reflects our intention to build on progress, use data-informed strategies, and approach this work with humility and resolve.

As part of this plan, we will again participate in the NAIS Assessment of School Climate (formerly the Assessment of Inclusivity and Multiculturalism). This research-based process provides a structured opportunity to understand the experiences of all members of our school community. Through both qualitative and quantitative data, we aim to identify areas of strength, growth, and opportunity. Participation in this survey is a meaningful way for all community members to shape a more inclusive and equitable school experience.

### **Increasing Diversity**

- **DEI Leadership:**

We will continue to support the leadership of our Director of DEI, the Faculty DEI Committee, and the Maternelle DEI Coordinator. Our aim is to build broader engagement across departments and leadership roles in promoting inclusive and equitable practices.

- **DEI Committee:**

Our all-school DEI Committee includes faculty representatives across divisions. Members collaborate with DEI leadership to guide professional development and coordinate DEI programming tailored to each section of the school.



## THE INTERNATIONAL SCHOOL OF SAN FRANCISCO

- **Faculty Recruitment:**

We recognize that diverse teams contribute to innovation and excellence. Our international and bilingual model thrives on a wide range of perspectives. We will continue to expand our recruitment efforts and support systems to ensure that faculty and staff from a broad spectrum of backgrounds feel welcome and supported. Leaders involved in hiring will receive training on equitable and inclusive hiring practices.

- **Student Recruitment:**

Through partnerships with local daycare centers, preschools, and community organizations, we aim to reach diverse applicant pools and support smooth transitions for families joining our programs. We will continue outreach efforts that enhance representation in our admissions pipeline.

- **Board Recruitment:**

We will continue efforts to broaden the perspectives and lived experiences represented on our Board, with a focus on inclusive leadership and equitable governance. This includes encouraging greater representation in both the Board and parent leadership roles.

### Attending to Equity

- **Financial Accessibility:**

Roughly one-third of our families receive financial aid, contributing to the socioeconomic diversity of our community. We are committed to ensuring that all students, regardless of financial background, have full access to the educational experience—including participation in programs like our High School SUCCEED initiative.

- **Academic and Social-Emotional Support:**

We will continue to support faculty in implementing culturally responsive teaching practices and inclusive classroom strategies, including Responsive Classroom and Positive Discipline. Our commitment includes targeted support for students to ensure all learners can thrive, with particular attention to those navigating structural or social barriers.

- **Curriculum and Materials Review:**

We will continue the review of curricular materials to ensure they reflect a range of voices and reduce bias. Led by our Assistant Head of School for Teaching and Learning and section heads, this process promotes representation and relevance across our academic programs.

- **Restorative Justice:**

We will continue to use Restorative Justice practices in our Middle and High Schools to strengthen relationships and build a culture of care. Grounded in a relational approach, these practices focus on repairing harm and fostering connection through open dia-

logue and community reflection. All faculty and staff in these divisions will take part in training to bring this work to life.

## Ensuring Inclusion

- **Building Belonging and Community:**

Using insights from the NAIS climate assessment, we have taken specific steps to:

- Strengthen relationships between students and adults;
- Address incidents of harm (e.g., bullying or microaggressions) in alignment with school values;
- Enhance communication pathways to ensure students, parents, faculty, and staff feel heard and empowered.

- **Inclusive Teaching Practices:**

This year, professional learning will include a focused exploration of neurodiversity. Faculty will engage in training on social-emotional learning, executive functioning, and teaching strategies that support diverse cognitive profiles, guided by equity-oriented educational resources.

- **Parent Engagement:**

Parents will be invited to participate in the school climate survey, offering valuable insight into the lived experiences and priorities of our community. Additional opportunities for engagement will include Principals' Coffees, DEI-focused programming, and ongoing communication.

- **Board Learning:**

The Board DEI Committee continues to advance inclusive governance practices. Trustees will participate in DEI learning and this year's NAIS School Climate Survey, informing future strategic priorities and planning.

- **Curriculum Integration:**

At the beginning of the school year, grade-level retreats and activities will focus on school values, relationship-building, and constructive dialogue. Throughout the year, counselors, deans, and advisors will deliver lessons that promote inclusion and equip students to act as upstanders and engaged community members.

- **Affinity and Identity-Based Groups:**

We will continue supporting student, faculty, parent, and staff affinity groups that offer affirming spaces for individuals to connect around shared identities or experiences. These groups support community-building, personal development, and cross-cultural understanding. Faculty and student leaders will be provided with guidance and support to ensure these groups are welcoming and inclusive.