



DIVERSITY, EQUITY, INCLUSION & BELONGING STRATEGIC PLAN

2025-2026 Academic Year

We are committed to fostering a vibrant, inclusive community where every individual—student, faculty, staff, and family—feels valued, respected, and empowered to thrive. Through intentional action and sustained commitment to diversity, equity, inclusion, and belonging (DEIB), we cultivate an environment that celebrates diverse perspectives, dismantles systemic barriers, and prepares all community members to contribute meaningfully to an interconnected world.

At UNIS, our mission to cultivate global citizens who act with integrity, curiosity, and empathy naturally aligns with our DEIB (Diversity, Equity, Inclusion, Belonging) work. By embracing the richness of diverse perspectives, we foster a school environment where every student feels valued and empowered. This commitment is reflected in our student activities—from cultural clubs and affinity groups to advisory programs and school-wide celebrations—which provide meaningful opportunities for students to explore their identities, share their voices, and engage with global issues. In this way, our mission isn't just an abstract statement; it is lived daily through inclusive practices, leadership opportunities, and community engagement that embody the values of equity and belonging.

Key for Goal Completion

<input checked="" type="checkbox"/>	Completed
<input checked="" type="checkbox"/>	Ongoing/In progress
<input type="checkbox"/>	Planned for a Later Date

Strategic Priorities & Action Items

PRIORITY 1: Advancing Awareness & Transparency

Goal: Ensure all community members understand and engage with our DEIB commitments

This goal is essential because a shared understanding of Diversity, Equity, Inclusion, and Belonging (DEIB) creates the foundation for a respectful and connected school community. When every member—students, faculty, staff, and families—understands our DEIB commitments and their impact on daily life at UNIS, we transition from awareness to action. Engagement with these commitments helps us recognize bias, celebrate diversity, and make choices that reflect fairness and empathy. It ensures that our mission to foster global citizenship and integrity is not just taught, but practiced, creating a culture where everyone feels seen, supported, and valued.

PRIORITY 2: Transforming Institutional Practices

Goal: Effectively embed DEIB principles into policies, procedures, and daily operations

This goal ensures that our commitment to Diversity, Equity, Inclusion, and Belonging (DEIB) is not just reflected in words, but in the systems and structures that guide our school. Embedding DEIB principles into policies and daily operations means that equity and belonging become part of every decision—from how we design programs and hire staff to how we support students and engage families. When these values are integrated into our everyday practices, we create a consistent and sustainable culture of inclusion, accountability, and fairness. This approach strengthens trust within our community and ensures that our mission and values are actively lived out in all aspects of UNIS life.

PRIORITY 3: Enriching Teaching & Learning

Goal: Create curriculum and experiences that reflect diverse perspectives and prepare students for global citizenship

This goal emphasizes the importance of ensuring that what students learn—and how they learn—reflects the diversity of the world around them. By integrating multiple perspectives, voices, and histories into the curriculum, we help students develop critical thinking, empathy, and cultural awareness. Learning experiences that honor diversity also challenge stereotypes and broaden understanding, preparing students to navigate and contribute to a global society with respect and confidence. At UNIS, this approach connects directly to our mission of fostering global citizens who act with integrity and compassion across cultures and communities.

PRIORITY 4: Cultivating Belonging

Goal- Build a community where every individual feels safe, seen, celebrated, and supported

This goal centers on creating an environment where every member of the UNIS community feels a genuine sense of belonging. Safety and inclusion are the foundation for learning, growth, and collaboration. When students, staff, and families feel seen and valued for who they are, they can contribute their authentic voices and talents to the community. Celebrating our differences and supporting one another through challenges fosters empathy, connection, and trust. In this way, we live out the UNIS mission—not only by embracing global citizenship, but by ensuring that each person experiences dignity, respect, and joy in being part of our shared community.

PRIORITY 1: Advancing Awareness & Transparency

Goal: Ensure all community members understand and engage with our DEIB commitments

1.1 Governance & Leadership

Ensure that all Administrators are trained in Anti-Bias training to start the year.	<input checked="" type="checkbox"/>
Clarify the communication channels between the DEIB department and every department at UNIS.	<input checked="" type="checkbox"/>
Meet regularly to update the Board about UNIS Student Activities and DEIB initiatives.	<input checked="" type="checkbox"/>

1.2 Data & Assessment

Conduct a comprehensive community climate survey (Winter 2025 and Spring 2026)	<input type="checkbox"/>
Analyze demographic data to identify representation gaps across all levels.	<input type="checkbox"/>
Publish an annual DEIB progress report accessible to all stakeholders	<input type="checkbox"/>

1.3 Communication & Resources

<p>Launch redesigned DEIB webpage (Spring 2026):</p> <ul style="list-style-type: none">○ Real-time progress tracking on strategic initiatives○ Curriculum integration examples by grade level○ Resource library (books, articles, podcasts, training opportunities)○ Calendar of cultural celebrations and community events○ Develop DEIB newsletter distributed through site	<input checked="" type="checkbox"/>
<p>Create visual displays celebrating community diversity throughout campus.</p>	<input checked="" type="checkbox"/>

PRIORITY 2: Transforming Institutional Practices

Goal: Effectively embed DEIB principles into policies, procedures, and daily operations

2.1 Retention and Support

Establish a mentorship program (Bridges to Belonging) pairing new faculty/staff with experienced colleagues	<input checked="" type="checkbox"/>
Lay the groundwork for affinity groups for employees (BIPOC educators, LGBTQ+ staff, working parents, etc.) (2026)	<input checked="" type="checkbox"/>
Offer comprehensive professional development options, prioritizing DEIB learning.	<input checked="" type="checkbox"/>

2.3 Policy Development

Review and revise the student code of conduct through an equity lens on the MS and TH levels (Spring 2026)	<input checked="" type="checkbox"/>
Revise the Academics handbook to be more inclusive.	<input checked="" type="checkbox"/>
Implement restorative justice practices as the primary disciplinary approach.	<input checked="" type="checkbox"/>
Establish clear bias incident reporting system with transparent follow-up protocols.	<input checked="" type="checkbox"/>

Meet with the Communications team to ensure that inclusive language guidelines are clear for all institutional communications.	✓
--	---

2.4 Professional Learning

Provide up to 8 hours of DEIB professional development annually for all employees.	✓
<p>Develop committees that offer specialized training tracks for staff and faculty.</p> <ul style="list-style-type: none"> ○ Anti-racist pedagogy and curriculum design ○ Supporting LGBTQ+ students and families ○ Universal Design for Learning (UDL) ○ Trauma-informed practices ○ Cultural competency and humility 	✓
Provide ongoing coaching and support for implementing learning through one-on-one meetings (Open Door Policy) for staff and faculty	✓

PRIORITY 3: Enriching Teaching & Learning

Goal: Create curriculum and experiences that reflect diverse perspectives and prepare students for global citizenship

3.1 Curriculum Audit & Enhancement

Complete K-12 curriculum audit mapping DEIB content integration.	<input checked="" type="checkbox"/>
Ensure diverse authors, perspectives, and histories are represented in all disciplines.	<input checked="" type="checkbox"/>
Develop grade-level DEIB learning outcomes aligned with Social Justice Standards.	<input checked="" type="checkbox"/>
Create a curriculum that showcases sharing innovative, inclusive teaching practices.	<input checked="" type="checkbox"/>

3.2 Student Experience

Launch diverse clubs in the Middle and Upper Schools that reflect the creativity of UNIS and lead school-wide initiatives (91 clubs created)	<input checked="" type="checkbox"/>
Implement identity-based and interest-based affinity spaces for students.	<input checked="" type="checkbox"/>

Expand the cultural celebration calendar beyond heritage months to year-round recognition.	<input checked="" type="checkbox"/>
Ensure all students participate in at least one DEIB-focused project or unit per semester.	<input checked="" type="checkbox"/>

3.3 Family Partnership	
Design DEIB orientation for all new families (in-person and virtual options)	<input checked="" type="checkbox"/>
Create parent education series on supporting identity development, having conversations about difference, and addressing bias	<input checked="" type="checkbox"/>
Develop multilingual communication materials for non-English speaking families (Comm team and IT)	<input checked="" type="checkbox"/>

PRIORITY 4: Cultivating Belonging

Goal- Build a community where every individual feels safe, seen, celebrated, and supported

4.1 Student Voice & Agency

Implement regular student feedback mechanisms (surveys, focus groups, advisory conversations)	<input checked="" type="checkbox"/>
Create student representation on the DEIB Board and relevant committees.	<input checked="" type="checkbox"/>
Establish a student-led DEIB initiatives fund supporting grassroots projects.	<input checked="" type="checkbox"/>

4.2 Mental Health & Wellness

Expand counseling services with culturally responsive practitioners	<input checked="" type="checkbox"/>
Provide training on supporting students with diverse mental health needs Create wellness spaces reflecting diverse relaxation and spiritual practices	<input checked="" type="checkbox"/>
Continue to implement universal screening for social-emotional learning needs	<input checked="" type="checkbox"/>

4.3 Accessibility & Accommodation

Ensure all events, materials, and communications meet accessibility standards	<input checked="" type="checkbox"/>
Conduct an accessibility audit of physical and digital spaces.	<input checked="" type="checkbox"/>
Provide assistive technologies and accommodations proactively	<input checked="" type="checkbox"/>

4.4 Cross-Division Connection

Expand mentorship programs: Tut House School → Middle School → Junior School	<input checked="" type="checkbox"/>
Create opportunities for authentic relationship-building across differences.	<input checked="" type="checkbox"/>

Commitment Statement

This strategic plan represents our ongoing commitment to creating a community where diversity is celebrated, equity is practiced, inclusion is lived, and all feel belonging. We recognize that this work is neither finite nor straightforward—it requires sustained attention, resources, courage, and collective action.

We invite every member of our community to engage actively in this work, holding ourselves and each other accountable as we build a more just and inclusive institution together.

Adopted: Academic Year 2025-202