



**Diversity, Equity, and
Inclusion Strategic
Action Plan**

Our *Diversity, Equity and Inclusion Strategic Action Plan* addresses issues of diversity, equity, and inclusion on campus and in our community.

Our strategic framework is the guiding force in our true commitment to foster and embody a community where all belong, contribute, and thrive

- ⇒ **School Culture and Climate**
- ⇒ **Program and Professional Development**
- ⇒ **Employee Recruitment & Retention**

School Culture and Climate

Goal 1: Create an infrastructure that supports the importance of DEI work at the highest leadership levels of the Institution:

- Create a Board of Trustees DEI Committee
- Actively supports the advancement of the steps in this action plan
- Get everyone in the Head of School Committee on board with DEI
- Facilitating more conversations amongst ourselves to evaluate and understand our privileges, implicit biases, and positionality

Goal 2: Foster a culture that promotes respect, instills responsibility to uphold our core values, and enables students and adults to speak up against inequity.

- Creation of the Hate Speech policy in every division to ensure that neither racist nor discriminatory conduct is tolerated
- Refining best practices in DEI during distance learning by offering a pre-planning training session for faculty and staff
- Creation of Community Time in all divisions to develop student programming around DEI and civil discourse

Goal 3: Strengthen our care and support for students and community members impacted by systemic racism and any discrimination based (but not limited to) age, ethnicity, and race, family status, gender, geographic origin, learning styles, mental or physical ability, religion, sexual orientation, and socio-economic status.

- Create a new Lower School Diversity Coordinator part-time position to support teachers, students, and the development of inclusive and multicultural curriculum and pedagogy in the Lower School
- Developing our support groups across campus to propose actions that lead to culture and climate improvements:
- Create affinity groups across the 3 divisions (students, parents, faculty)
- Create an ongoing adult education program lead by our Parents Diversity Committee
- Partner with the Family Engagement Officer in the Office of Admission to support families in their transition to Miami Country Day

- Further develop programming for international families, families of color, and other marginalized groups to support their full inclusion into our community
- Creation of the Alumni of Color Association: to strengthen connections and establish productive interactions among alumni, students, faculty, and staff.

Program and Professional Development

Goal 1: Continue to develop and deepen anti-bias, anti-racism practices, and cultural competency development

- Continuing to work with organizations and consultant services to provide training to adults and students on how to create a school culture that values and respects all individuals and serves all groups
- Institute anti-bias training for all new faculty and staff as part of their orientation to the School
- Re-launch SEED as a professional learning opportunity for teachers and consider creating a SEED group for parents. [Seeking Educational Equity and Diversity](#) partners with schools, organizations, and communities to develop leaders who guide their peers in conversational communities to drive personal, organizational, and societal change toward social justice.

Goal 2: Ensure that our academic program accurately reflects the experiences and backgrounds of all members of our community, providing “windows and mirrors” in the academic journey of every student.

- Complete a thorough review and revision of the Pre-K to Twelfth Grade curriculum to incorporate the voices, experiences, history, and contributions of both Black and other historically underrepresented individuals and communities.

Employee Recruitment & Retention

Goal 1: Create recruiting strategies and support systems for hiring and retaining a diverse faculty and staff in all divisions and departments.

- Invest in our recruitment agencies, career centers at universities and point people in higher education programs
- Create a paid internship program for future teachers of color
- Invest in Marketing /Recruiting plan to attract young teachers of color to teach at MCDS
- Create a mentoring program for current and future faculty of color

Goal 2: Ensure that alignment to our diversity, equity, and inclusion commitment continues to be a key factor in hiring decisions for all faculty and staff.

- Hiring committee with a specific policy and procedures to hire faculty of color and administrators
- Ensure hiring committees are committed to DEI