

Diversity, Equity, Inclusion Statement

Mahindra International school

Updated: August 2020

Version: 2.0 (replacing the 2013 Mutual Respect Policy)



Diversity, Equity and Inclusion Statement

The Mahindra International School Community is committed to the intercultural principles of Diversity, Equity, Inclusion and Social Justice within our community and extends these principles to include faculty, administration, students, parents, and outsourced staff.

We understand **Diversity** to be the presence of 'difference' and recognize difference to include aspects of identity such as race, colour, national origin, nationality, age, disability, neuro-diversity, sex, gender identity, religion, caste, political beliefs, socio-economic status, marital status or sexual orientation. We will not discriminate based on any of these differences. We also understand diversity to include the individual identities that are formed from our family histories, our personal experiences and our own 'stories'. At MIS, Celebrating Diversity is a cornerstone of our school ethos as expressed in our Mission Statement. Every individual in our community contributes to our diversity.

We embrace the importance of **Equity** where individuals have access to opportunities regardless of difference and can achieve individual success. Promoting equity is not about treating everyone in the same way (equally), but about recognizing that everyone's needs are met in different ways. Creating an equitable community means that individuals have the tools and support they need to access opportunities.

We are an **Inclusive** community, seeking to create an environment where individuals are welcomed, supported and valued. We wish to make our community a place where all members can thrive and where we understand that 'other people with their differences, can also be right' (IB Mission Statement). We each have the responsibility to act in inclusive ways, providing opportunities where all individuals are empowered to engage and contribute.

We understand that each of us has a role to play to take positive action as an advocate for a just society. Working for **Social Justice** helps overcome stigma and promotes mutual respect and understanding.

We seek to educate in a way where these principles are embodied in our actions within and beyond the school.

Community Expectation

A positive, collaborative and understanding relationship between all community members including staff, students, parents and visitors is essential to the fulfilment of the School's Mission and the values expressed in this Diversity Statement. The School does not tolerate behavior that is detrimental to the safety, integrity, or dignity of any individual or group.