Diversity, Equity, Inclusion, and Belonging Policy

Mahindra International school
Updated: May 2026
Version: 3.0
Next update: 2030-2031

Diversity, Equity, Inclusion, and Belonging Policy

Mahindra International School is fundamentally committed to a community built on Diversity, Equity, Inclusion, and Belonging (DEIB). These principles are operational and action-oriented, shaping our pedagogy, staffing, governance, and every interaction within our school. This policy extends to all community members: faculty, administration, students, parents, and outsourced staff.

Diversity: The full spectrum of human difference across race, colour, language, nationality, age, disability, neuro-diversity, sex, gender identity, religion, caste, socio-economic status, sexual orientation, and individual life stories. Every person enriches our community. 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.

Equity: 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.

Inclusion: 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.

Belonging: The lived experience of being seen, heard, and valued emotionally, relationally, and purposefully, as one's authentic self. Grounded in the MIS Wellbeing framework, Belonging is the condition in which positive emotions, meaningful relationships, and personal growth become possible for all. It is the felt outcome of our DEIB work: every member has the right to belong wholly, without masking identity or diminishing difference.

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.

Non-Discrimination Commitment

MIS does not tolerate discrimination or exclusion on the basis of race, colour, nationality, caste, age, disability, neuro-diversity, sex, gender identity, sexual orientation, religion, socio-economic background,

or any other protected characteristic. This applies to all community members. Violations are addressed through the School's Safeguarding and Disciplinary Frameworks. This is aligned with the CIS I-DEA framework which stands for Inclusion via Diversity, Equity, and Anti-discrimination.

Institutional Commitments

Curriculum & Pedagogy ● Embed DEIB across all subjects and learning units; review learning materials annually that our students see others and themselves in the curriculum (Emily Style) ● Regularly engage with culturally responsive pedagogy training.	**Hiring & Staffing Equity** ● Apply bias-aware recruitment; review annual diversity hiring targets ● Ensure equitable professional development	**Student Agency & Voice** ● Explore ways for student-led DEIB groups to raise awareness and inspire action ● Empower students to raise DEIB concerns
Governance & Accountability ● Create structures for community engagement (DEIB coordinator, Culture Champions, DEIB task force, etc.) ● Include an annual DEIB report to the Board	**Safeguarding & Reporting** ● Train all staff annually in recognising identity-based harm ● Review all DEIB-related incidents within 48 hours; log and report outcomes following the school's safeguarding procedures	**Review Cycle** ● Every three years ● Communicate all updates to the full community.

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 DEIB policy .The School does not tolerate behaviour that is detrimental to the safety, integrity, or dignity of any individual or group.