

**DIVERSITY,
EQUITY,
INCLUSION, AND
BELONGING**

**STRATEGIC
PLAN**



St. Martin's
EPISCOPAL SCHOOL

Wholehearted Dedication to a Child's Education

Introduction

These Diversity¹, Equity, Inclusion, and Belonging (DEIB) Strategic Goals serve as a roadmap for the faculty and staff to focus on and direct St. Martin's DEIB² initiatives. While the DEIB Strategic Goals are approved by the St. Martin's Episcopal School Board of Trustees, the faculty and staff will implement the goals through a strategic plan with corresponding action steps and benchmarks. The Board of Trustees' DEIB Committee will periodically review the DEIB strategic plan and will provide updates to the full Board of Trustees as needed.

Philosophy

St. Martin's Episcopal School is a coeducational day school serving more than 650 students from infants through 8th grade. The school welcomes mission-appropriate children without regard to race, color, creed, or national origin. The cornerstone of St. Martin's philosophy is expressed in the school's mission to provide a quality education of the whole person in a loving, Christian atmosphere, which fosters lifelong learning.

St. Martin's believes in:

- Providing students with the opportunity to reach their highest potential of intellectual achievement, aesthetic appreciation, and physical development.
- Developing within each student spiritual growth based in the Christian tradition, moral standards, sound judgment in ethical decision-making, and self-discipline.
- Responsible stewardship, citizenship, and community service.
- Providing each student with experienced, dedicated teachers and administrators working together in an atmosphere of affection, trust, and security.
- Welcoming all students of diverse backgrounds.

Mission Statement

St. Martin's Episcopal School is dedicated to providing a quality education of the whole person in a loving, Christian atmosphere, which fosters lifelong learning.

¹ **Diversity** refers to the mix of people in any given environment. At St. Martin's, we want to increase our racial and ethnic diversity and socioeconomic diversity. We see this goal as two separate endeavors, as racial, ethnic, and socioeconomic diversity are not always dependent upon each other.

² **DEIB** - What is belonging? Belonging is the emotional state that is the goal of D&I efforts. St. Martin's inclusive processes are there to make everyone feel welcome. For someone to truly feel like they belong, they need to feel welcome precisely as they are.

Source: <https://datapeople.io/article/what-are-diversity-and-inclusion-equity-and-belonging/>

Diversity and Inclusion Mission Statement

St. Martin's Episcopal School lives its Episcopal identity by respecting the dignity of all people and cultivating an inclusive environment while developing our students to be compassionate global citizens. We are creating a culture of equity through our ongoing commitment to inclusivity and diversity where each member of our community is valued and heard. This experience prepares our students to lead with empathy and kindness.

Community Pillars

We will weave an understanding of our similarities and differences into our learning experiences.

We will uphold the beliefs and ideals of the Episcopal Church, including cultural competency³, systematic justice, and love of all people.

We will respect the dignity of all people - regardless of race, ethnicity, nationality, faith, sexual orientation, gender, socioeconomic status, disability, age, or culture.

We are One Body.

We are One School.

We are One Community.

³ **Cultural Competence** - The ability to understand, appreciate, and interact with people from cultures or belief systems different from one's own. Connected is the term intercultural competence, which refers to shifting cultural perspective and appropriately adapting behavior to cultural differences and commonalities. Source: <https://www.apa.org/> and <https://idiinventory.com/>

Strategic Areas - Overview

School leaders identified five strategic focus areas to direct our inclusive DEIB work: Episcopal identity, community education, engagement, recruitment and retention, and curriculum and programming. Each strategic area will have corresponding action steps and benchmarks.

Strategic Area I - Episcopal Identity

Goal: To provide consistent reminders about and opportunities to engage with our Episcopal identity using Episcopal language.⁴

Objectives

Encourage open and informed conversation - Conduct community/climate surveys that assess belonging

Express our desire for a beloved community and practice the way of love - Create opportunities for the SMES community to share stories and engage in public sacred listening

Through the lens of the [baptismal covenant](#), explore what we have done and left undone and evaluate institutional practices (e.g. financial aid, leadership roles, community events)

Evaluate, operationally, the progress of implementation efforts

Strategic Area II - Community Education

Goal: To provide ongoing DEIB training and professional development opportunities for the community of stakeholders.

Objectives

Ensure that all current administrators, faculty, and staff demonstrate an appreciation for DEIB

Ensure that the Board of Trustees continues education, training, commitment, and support of DEIB efforts

Ensure the parent community has the opportunity to engage with DEIB content and demonstrates an appreciation for DEIB

Evaluate, operationally, the progress of implementation efforts

⁴ **Episcopal language** refers to language that is used or is compatible with words that would be found in the Book of Common Prayer or the Bible.

Strategic Area III - Engagement

Goal: Develop a critical mass of families involved and supportive of St. Martin's DEIB efforts.

Objectives

Ensure that the greater school community has opportunities to learn more about DEIB

Expose all internal audiences (alumni, parents, staff, and students) to the value of DEIB and prepare SMES students for leadership and service

Increase the number of parents who actively participate in school-wide diversity and leadership programs

Evaluate, operationally, the progress of implementation efforts

Strategic Area IV - Recruitment and Retention

Goal: Develop a recruitment plan to attract and retain diverse families, faculty, and staff.

Objectives

Develop a recruitment plan for attracting diverse families

Develop a plan to increase socioeconomic diversity

Develop a recruitment plan for attracting diverse faculty and staff

Develop a retention plan for diverse families

Develop a retention plan for diverse faculty and staff

Evaluate, operationally, the progress of implementation efforts

Strategic Area V - Curriculum and Programming

Goal: Ensure the integration of DEIB themes in curriculum design, implementation, and evaluation.

Objectives

Develop a series of definitions of words/themes consistently used at SMES

Ensure that DEIB themes are incorporated in all teaching disciplines, the arts, and athletics

Create an environment (visual, verbal, etc.) that demonstrates SMES's commitment to diversity

Evaluate, operationally, the progress of implementation efforts

Appendices - Helpful Sources

1. NAIS - [Principles of Good Practice - Equity and Justice](#)
2. NAES - [Principles of Good Practice for Equity and Justice in Episcopal Schools](#)
3. NAES - [Statement on Inclusion and Episcopal Identity](#)