

## DIVERSITY, EQUITY, INCLUSION and FAIRNESS STATEMENT

Hangzhou International School is committed to the intercultural principles of Diversity, Equity, Inclusion and Fairness within our community and extends these principles to include faculty, staff, students, parents, and outsourced personnel.

HIS welcomes individuals from around the world, of every race, ethnicity and religion. Consistent with its mission to provide international learners opportunities within a caring community, our school shall strive to develop a community of teaching and learning that is inclusive, culturally sensitive and equitable, and in which all feel a strong belonging in the pursuit of educational excellence.

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

### OUR DEIF PHILOSOPHY

We have a responsibility to value individual differences and provide a safe space where all members of the school community feel a sense of belonging.

We believe a diverse, inclusive, and equitable school community is essential for all of us to participate in a complex and interconnected society. We aim to create and sustain a safe and welcoming community.

All aspects of school life – including curriculum, admissions, human resources, support for students, families and staff – reflect our commitment to nurturing a caring and contributing community of learners.

### BELONGING: DEFINING DIVERSITY, EQUITY, INCLUSION, AND FAIRNESS

When diversity, equity, inclusion, and fairness are interconnected, members of our community have a sense of belonging where every person feels welcome, valued, and heard.



Diversity

Diversity refers to the range of human differences, including but not limited to race, ethnicity, gender, identity, sexual orientation, age, socio-economic status, physical ability or attributes, cognitive abilities, religious or ethical values system, national origin, and political beliefs.



Equity

Equity refers to fair and just practices and policies that ensure all campus community members can thrive. Equity is different from equality in that equality implies treating everyone as if their experiences

are exactly the same. Being equitable means acknowledging and addressing structural inequalities – historic and current – that advantage some and disadvantage others.



### Inclusion

Inclusion refers to a campus community where all members are and feel respected, have a sense of belonging, and are able to participate and achieve their potential.

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### Fairness

Fairness is about impartiality, balance, and dismantling those barriers to resources and opportunities in society so that all individuals and communities can live a full and dignified life. Fairness requires that we acknowledge how the history of our communities, institutions, and society has shaped the present, and that we use this understanding to build a better future.

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## AN INCLUSIVE EDUCATION MODEL

Diversity and inclusion in the curriculum foster exploration of identity and the development of key cultural competencies. It exposes students to a wide range of ideas and experiences, examining and challenging preconceptions and exploring different ways of thinking. It prepares students to be prepared for, and active agents within, the global society for which they will live.



## RESPECT FOR DIFFERENT VALUES AND BELIEFS

The school is a safe space that embraces and celebrates differences and encourages open-minded communication, which comes from mutual respect for one another and the community as a whole.

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## DEIF POLICIES

HIS shall ensure that any discrimination on the basis of age, ancestry, color, creed, national origin, race, religion, gender or sexual orientation shall not be tolerated at school. HIS will attempt to the best of its abilities to eliminate any such discriminatory manifestations from the programs, procedures, and activities of HIS. HIS commits to explore and develop policies as needs change and grow.