CWC KC Diversity, Equity, and Inclusion
Definitions, Commitment Statement, and Vision
FINAL DRAFT
(April 2, 2019)

DEFINITIONS

We define diversity, equity, and inclusion for our specific context to ensure common understanding of these important terms across our community...

Citizens of the World Kansas City is a learning community of students, staff, and families committed to providing high quality education for the whole child with an equal focus on academics, social emotional development, and difference and inclusion. We commit ourselves to deeply valuing and embracing our diversity, knowing that we are stronger because of our differences. We commit ourselves to the work of equity, ensuring everyone has access to the same opportunities by recognizing that we don’t all start from the same place, and seeking to correct and address the imbalance to support high outcomes for all. And we commit ourselves to the work of inclusion, creating an environment where everyone is valued and broad perspectives are meaningfully engaged and acted upon.

OUR COMMITMENT

We articulate our commitment to diversity, equity, and inclusion to define our aspiration and create a shared North Star so that we are clear about our priorities, make aligned choices, and so that each member of our community knows what this work looks like in practice...

In the most expansive sense of the word, it is our diversity that makes it possible to fulfill our mission of providing all students with an intellectually challenging, experiential learning environment that develops each child’s abilities and sense of responsibility for themselves and their community. We celebrate our many differences, and we are united on a journey toward the Beloved Community that Dr. King envisioned and that we seek to enact daily.

The adults in our community commit to modeling our core values for our children. We develop empathy across lines of difference, welcome multiple perspectives, and seek to create an environment where individuals can show up as their unique, authentic selves. We care deeply about people and humbly work to foster a more diverse, equitable, and inclusive community. Together we support students in becoming true citizens of the world so that they are able to thrive in a complex, diverse society and can continue this work throughout their lives. As a learning community we strive to
practice and model the very world we hope our students will create as they grow and change. Their growth depends on our own growth.

We know there exist many barriers to equitable and inclusive education, and so we commit to naming, understanding, and removing barriers as we grow as a learning community. We welcome constructive dissonance and acknowledge that because we bring diverse experiences and perspectives we will not always agree, but with a foundation of trust and respect our differences will make us stronger. This work is complex and can be challenging, so we will hold ourselves and each other accountable, operate with a spirit of generosity, find joy in tough times, and give grace as we learn together.

OUR VISION

We express our vision for diversity, equity, and inclusion so that we have a clear sense of what success will mean for our community...

Our work to become a more diverse, equitable, and inclusive organization is foreverwork, but Citizens of the World Kansas City will begin to fulfill its vision when...

- We build a cohesive, enduring community in which students, families, and staff from all backgrounds are welcomed and engaged.
- All aspects of our community, including our spaces and events, meaningfully elevate and celebrate our diverse cultures and norms.
- We push beyond surface-level diversity by creating opportunities for students and adults to establish meaningful relationships across lines of difference.
- Students, school leaders, faculty, and staff strive for excellence through growth and development at their own pace.
- Children and adults in our community are active change agents in the world.