



Charlotte Prep's DEIB Strategic Initiatives *Building a Culture of Belonging*

Introduction:

In 2022, Charlotte Preparatory School undertook a year-long process to create *Writing Our Story: Strategic Plan 2027*, a five-year roadmap towards school goals. Priorities of Charlotte Prep's Diversity, Equity, Inclusion, and Belonging (DEIB) Strategic Initiatives were guided by *Writing Our Story: Strategic Plan 2027*, results of the Assessment of Inclusivity and Multiculturalism (AIM) Survey, community members, and best practices for DEIB work in independent schools. This plan is intended to evolve as Prep achieves milestones on the path to continually advancing the work of diversity, equity, inclusion, and belonging.

Charlotte Preparatory School Mission:

Charlotte Preparatory School fosters lifelong learning and provides an exemplary educational experience founded on academic excellence, positive character, and leadership development in a diverse, inclusive community.

Strategic Plan Vision: Charlotte's leading educator of children, empowering a new generation of learners.

DEIB Strategic Plan Vision: Prep will elevate, articulate, and infuse DEIB principles through all aspects of school life, nurturing curiosity in an inclusive environment where all are valued.

DEIB Strategic Plan Goals:

1. Enhance DEIB school culture
 - a. Clarify DEIB infrastructure to ensure accountability measures for DEIB practices
 - i. Reaffirm Prep's commitment to DEIB work by renaming the Office of Community Life to the Office of Diversity, Equity, Inclusion, Belonging & Community Engagement.
 - b. Partner with the human resources department to identify and implement DEIB best practices to attract, recruit, hire, support, and retain diverse employees.

- c. Evaluate policies and practices to address inequity and barriers to access and opportunity. Monitor and regularly assess school culture and guidelines related to admissions, hiring, programming, and student life.
 - i. Implement the AIM Survey on a four-year cycle.
 - d. Institute ongoing PD training for the board, admin, fac/staff, parents, and students to stay current on best practices.
 - e. Make the work of our board DEIB committee visible to the community.
 - f. Ensure that a revised employee evaluation process incorporates DEIB expectations, including ongoing professional development to acquire cultural competency skills, gain self-awareness, curiosity about differences, and knowledge of others.
 - i. Commit to all employees participating in a SEED group within their first three years at Prep. Financial resources must be provided to train community members to lead SEED to meet this goal.
 - ii. Nurture life-long learning with OnePrep required DEIB summer reading each year.
 - iii. Provide at least one DEIB OnePrep speaker each year.
2. Achieve DEIB milestones to enhance the student experience
- a. Appoint a task force to identify underrepresented identities in our community.
 - i. Expand student diversity across underrepresented identities.
 - ii. Enhance our relationships with schools and organizations to attract diverse and underserved students.
 - b. Create touchstone DEIB curricular opportunities that allow students in each division to develop cultural competency skills to gain self-awareness, curiosity about differences, knowledge of others, and the ability to lead.
 - i. The Director of DEIBE will assist with the comprehensive curricular review initiated by the Director of Curriculum and Division Heads.
 - ii. Work with counselors to develop and implement age-appropriate classroom and advisory lessons centered on dignity, reflection, inquiry, and other elements of multicultural education.
 - iii. Pilot a DEIB unit in 8th-grade leadership class.
 - c. Design and utilize restorative justice practices when students engage in biased behavior.
 - i. Review disciplinary responses across divisions.