ACS INTERNATIONAL SCHOOLS

DIVERSITY, EQUITY AND INCLUSION CHARTER

VISION

At ACS, we are committed to fostering a diverse, equitable and inclusive community of students, families, staff, alumni and charitable partners. We aspire to live by our core values, joining together to build a global family in which everyone belongs. We believe every person has unique contributions to make to each other and to the world.

We value diversity and seek multiple perspectives, listening to others with an open mind. We respect and include people with different backgrounds, life experiences, world views and expertise, because it's right, and because it makes us stronger. We acknowledge the negative power of a single story.

We promote positive change, seeking to manage difference productively, educate ourselves and others, and advocate for equality and inclusion. We will listen to and amplify minority voices, and speak out against injustice. We will work together toward a better future, where everyone is safe, valued and able to fulfil their potential, and where our societies are just and fair for all.

CONTEXT

As an organisation of four schools with students and staff from more than 70 countries, we have reflected and recognise that we have an important role to play in being a positive catalyst for change. We continue to learn and acknowledge that we can do better and will work smarter as a community. We strive to eliminate unfair bias and social injustice toward individuals and groups.

We have been listening to members of our community who have expressed their views with courage and candour, and are grateful for these contributions. They have helped us form action plans around a number of themes. Each school will continue to engage with students, parents, staff and stakeholders to hear their voices, joining together to evolve and shape our action plan and create a safe environment for all.

ACCOUNTABILITY

- We expect our community of staff, parents, students, alumni and charitable partners to uphold the vision and commitments outlined in this Charter.
- On an annual basis, we will continue to review this Charter to identify the key challenges and areas requiring development.
- We will measure and share the progress we make with our community through quarterly DEI action plan LT/board reviews and an annual DEI report.
- Our Trustees and Leadership Team fully support this Charter and commit to working with each school to develop action plans and to provide support and resources to the DEI Council.

COMMITMENTS

Policies & Procedures

Conduct a DEI review.

Ensure our policies and procedures are inclusive and non-discriminatory, with regular professional development on what they mean and how to put them into practice within a culture of inclusion.

Develop new policies where relevant.

Review how incidents of discrimination and harassment are accounted, managed and acted upon.

Ensure our community understands and acknowledges our Acceptable Use Policy (AUP) and social media guidelines.

Create and regularly review a glossary of relevant DEI language.

Teaching & Learning

Ensure our curricula, learning resources and teaching practices are inclusive and represent diverse perspectives and cultures. Review and implement changes, as necessary.

Ensure every student has an equal learning opportunity to progress in their studies, and are not unfairly limited by neurodiversity and learning differences, gender, or race and ethnicity.

Provide opportunities for students and staff to be involved in DEI initiatives, including learning how to manage difference, engage in civic debate, understand power and conflict, and challenge injustice.

Recognise personal, social, ethnic, racial and cultural diversity as a fact, a right and resource within our learning communities.

Develop and measure dimensions of school climate that impact DEI.

Recruitment & Training

Ensure our recruitment, career development and promotional processes are fair and inclusive for all candidates and staff.

Implement DEI staff training from the point of recruitment to ensure our community understands the challenges and work together to drive change.

Build a workplace culture that understands and values DEI, establishes clear standards of practice, and acts when they are not applied with integrity.

Community support

Work with alumni of diverse backgrounds to act as role models to our current students.

Create and support networks groups starting with but not limited to racial equity, gender, religion and beliefs.

Establish opportunities for our community of students, parents, staff, alumni and charitable partners to connect and share current challenges and ambitions for the future.

Capture and proactively encourage feedback from our community.

Proactively develop partnerships with local, national and international organisations whose missions advance diversity, equity, and inclusion.