

# Equity and Inclusion

Meridian educates global citizens in an equitable, inclusive, and increasingly diverse community.



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## What Does Global Citizenship Mean at Meridian in the Context of the Election?



As the election approaches, we offer the following resources as principles of engagement at Meridian. These principles are rooted in our mission, beliefs, and values. Our Equity and Inclusion Statement includes the following beliefs:

- ⇒ We believe that the challenges of our world require culturally-competent, well-rounded, critically thinking individuals who are prepared to be responsible and active global citizens.
- ⇒ We believe that diversity brings perspectives and authentic experiences central to an education that balances the intellectual, emotional, and social growth of children.
- ⇒ We believe that a school community and learning environment that is equitable, inclusive and more diverse will promote a deeper understanding of varying points of view, and will fuel innovation, creativity, and progressive change.

Our Global Citizen's Framework was developed with these beliefs in mind to empower our students to inquire, investigate, innovate, and impact (4 i's) their communities. The election offers an opportunity to use the "4i's" to educate students about voting and elections while developing civic competencies that model Meridian CARES values: I care for myself, I care for others, I care for my place. In this framework, we teach that different perspectives and worldviews are valued and essential for communities in order to learn from each other and promote growth. The Meridian community is also committed to anti-bias and anti-racist equity and inclusion values:

*The Meridian School stands in solidarity with those who advocate for racial and social justice. We reject prejudice and any oppression of people of color, LGBTQIA+, people with disabilities, and other communities experiencing discrimination due to their identity. We stand for equity and inclusion. We encourage and empower our community to take action.*

Meridian strives to ensure that our intentional inclusive, equitable, and explicitly anti-racist educational approach is embedded in everything that we do. For this reason, we invite our community to hold these values before, during, and after the election. This is also important in the context of the election as data shows that the 2016 campaign ushered in a spike in hate crimes in K-12 campuses based on race and ethnicity, sexual orientation, gender identity, religion, and disability. Bias incidents also increased 21% in elementary schools in our nation.

### Principles of Engagement

- Use constructive dialogue: "I learn from you, you learn from me"
- Agree to disagree
- Use relationship as resolution
- Be kind and be brave
- Be aware of power dynamics
- Educate yourself on the issues and media literacy
- Be aware and address implicit and explicit bias. Offer counter bias to messages that stereotype or dehumanize groups of people from different identities
- Zero indifference means never letting harmful or hateful conduct go unaddressed. Do not be neutral or silent when it comes to issues that discriminate or dehumanize groups of people.
- Mean teasing/bullying people because of identities and beliefs is not acceptable at Meridian.
- Model kindness and respect for people's political beliefs
- Discuss issues, not candidates.
- Do not display hateful images or messages against people or groups.
- Focus on understanding, not persuasion: engaging in a learning conversation means to seek understanding, explain points of view, share feelings, and work together instead of proving a point, seeking to win, or just delivering a message.

Find here great [RESOURCES](#)