

MSD's Equity and Inclusion Strategic Plan

Goals	Cultivate a community that more closely reflects the world in which we live.	Develop cultural competence through community-wide, age-appropriate learning.	Create a community that honors and practices inclusion and equity for all individuals.
Strategies	<ol style="list-style-type: none"> 1. Create hiring plans to achieve a more equal representation of background, gender and race among faculty & staff 2. Refine admissions communications & process to reach under-represented populations 3. Leverage financial aid to support economic diversity 	<ol style="list-style-type: none"> 1. Expand professional development to address issues of racism, classism, and sexism 2. Review Toddler – 8th grade curriculum to ensure comprehensive age-appropriate cultural competency education 3. Facilitate adult community cultural competency learning with MSD and community sponsored opportunities 	<ol style="list-style-type: none"> 1. Review MSD policies & diversity statement to ensure language & practices protect and promote our diverse community 2. Expand parent education access; ensure variety in scheduling and format 3. Create opportunities for all families to find points of connection into MSD
Measurements	<ul style="list-style-type: none"> • Faculty & staff diversity more closely matches Denver / US diversity indexes • Admissions applications from currently under-represented communities increase (lower-middle class households, students of color, single parent / grandparent households) 	<ul style="list-style-type: none"> • Community wide benchmarking on cultural competency improves • Self-reported knowledge of teaching cultural competency among faculty increases 	<ul style="list-style-type: none"> • Community wide benchmarking on feeling of inclusion (combined with self-reported race/gender/household make-up) improves • Parent education participation increases