

# ANTI-RACISM STATEMENT

As an international school community, we recognize that systemic racism and anti-blackness is a global problem that exists in every country around the world. As educators, it is our duty to learn, to examine our own racial biases and to educate all learners in our school community to ensure that they have the knowledge, understanding, skills, and dispositions to make positive changes in the world. This includes the need for students to be part of the fight against racism.

As an IB World School DIS is committed to international-mindedness and teaching and living the values of the IB learner profile. We recognize that we are a diverse community that prepares students to be self-sufficient individuals who contribute to society and we aim to inspire, move forward, and give back.

Given our goals as a school community, we recognize that we should always strive to do more. We are learning, growing, and questioning our roles and responsibilities. We are discussing and agreeing how we as an organization can encourage, honour and support diversity within our community. We are asking our community members about how we can do better. We accept these challenges as we move forward and create a safe space for families and set a high standard in zero tolerance for racism and discrimination at DIS.

## **As we undertake this work together, DIS commits to applying our organizational values:**

- Showing compassion by practicing empathy, respect and kindness towards others
- Committing to learning, questioning, and growing in our understanding of racial injustices
- Acting with integrity and actively addressing injustice
- Being open-minded and actively seeking multiple perspectives and showing a willingness to understand

## **We will:**

- 1 Read, learn and examine our own biases
- 2 Leverage our new knowledge and understanding to notice the places within our curriculum that can become opportunities to teach with an anti-racist and anti-bias lens
- 3 Commit funding to professional learning through books, presenters, and workshops that center racial equity
- 4 Review our policies and practices on diversity and inclusion to ensure an anti-racist lens

We invite you to engage with what it means to be a diverse learning community aiming to inspire, move forward towards racial equity and justice.

(originally shared with the DIS community via email on 19 June 2021 by DIS Director. Amended and updated September 2021 and reposted on the DIS website)

**INSPIRE.**

**MOVE FORWARD.**

**GIVE BACK.**