



Ogden International School Diversity Committee

The parent-led Diversity Committee at Ogden International School formed from an urgent sense of responsibility to explore the explicit and implicit biases that prevent community cohesion. We believe that the ideal state of a school community is inclusion, not assimilation. We will work to examine, consider, and respect all perspectives during the development of academic and extracurricular school programming by embracing differences in race, ethnicity, socio-economic status, religion, gender, and sexual identity. The committee will work to inspire deeper and more comprehensive conversations within the community with the goal of true appreciation of our diverse school body.

Purpose: In alignment with Ogden’s international mission and vision, this group will work to break down racial and socioeconomic barriers by engaging the Ogden Community to foster an inclusive environment based on respect, tolerance of differences, and multiculturalism.

Participants: This will be a parent-led committee (preferably comprised of people of various ethnicities, religious backgrounds, and sexual identities). The school administration and faculty will be engaged as needed, acting as a sounding board and helping to keep the committee focused on its purpose in alignment with the school’s needs.

Rationale: The parents forming this committee recognize the need to engage the Ogden community around respectful co-existence regardless of race and ethnicity, socioeconomic status, religion, gender, and sexual identity. This committee’s work is designed to directly impact student and adult learning. The presence of such a committee is also a symbol of the school’s commitment to diversity and inclusion, which will be a visible reminder to the community to choose behaviors and actions that support the school’s mission and vision. It is expected that this committee plays an active role in the school community to demonstrate the school’s intolerance of overt, innate, and institutionalized behaviors that have the potential to damage our school’s rich and diverse community.

Scope: This committee will meet monthly (or more/less as determined by the members) to discuss initiatives and formulate response plans that can be implemented school-wide or for targeted campus groups to address student and/or staff diversity issues. This team will also lead the school in quarterly educational events and/or workshops designed to expand the Ogden community’s understanding of diversity and what it truly means to be inclusive and respectful of differences, thus

strengthening the community members' cultural competency. Additionally, this team will serve as the principal's parent advisory team as required.

Communication: This committee chair will share meeting minutes with the school principal within a week of each meeting. An appointed committee member will also keep administration informed about upcoming events, and will share a weekly message in the school e-newsletter (event information, interesting quotes/podcasts/news items, or questions for response from the community).

Member Recruitment: Parents should be selected with consciousness of diverse representation. We will want to engage parents who will have a positive influence over their peers in order to highlight our mission and vision. Committee applicants will be asked to complete a brief survey to indicate their interest and experience with diversity awareness work. Members will agree to serve for a two-year term, but will be renewable for additional terms.