

Madison Elementary School
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Diversity and Equity Statements

The Madison Elementary School strives to create a diverse community in which all members are safe, respected and valued. We believe that in actively promoting a diverse learning environment, we are fostering intellectual, social and emotional growth for all. Recognizing and pursuing diversity, however, are not enough; we seek to transcend mere tolerance of differences and aspire to a celebration of the varied appearances, abilities, perspectives and values that characterize our community.

The Madison Elementary School understands that issues of diversity and equity need to be at the forefront of any compassionate curriculum. We strive to build an accepting, inclusive, supportive, and diverse community of learners and leaders, who are committed to creating a world in which peace, equity, and justice can thrive.

We acknowledge and examine the various lenses through which we view ourselves and each other, including racial identity, ethnicity, gender, sexual orientation, socioeconomic resources, age, culture, language, body type, family configuration, belief systems, ability, and learning differences. We believe that open, honest, challenging conversations should be embraced at every age.

Madison Elementary School commits to fostering a diverse, equitable, and inclusive environment for learning and living. We seek to ensure that all aspects of school life — including curriculum, admission, retention, hiring practices, and support for students, families, and employees — reflect our commitment to diversity, equity, and inclusion, and will be diligently assessed and actively supported.

We recognize that our school exists in an ever-changing world, and that our understanding of, and support for, diversity, equity, and inclusion must grow and evolve. We bring students, families, employees, and guests of different backgrounds and experiences together to engage constructively in the life of the school and society. Learning at Madison Elementary School involves listening to and working with others, considering and embracing different points of view, and empathizing with and understanding multiple perspectives. Through open, honest dialogue and active, ongoing inquiry in an authentically diverse context, all members of our community gain awareness, wisdom, and the capacity to act as responsible, engaged citizens.

As part of Madison Elementary Schools' mission to prepare all students for success in college, leadership and life, we are dedicated to closing the opportunity gap for students. As we've grown, we've learned that we need to be intentional in creating systems that value the unique contributions of our students, families, and staff to transform public education. As a result, we commit to explicitly embedding a diversity, equity, and inclusion lens in our organizational culture, our educational practices, and our talent practices.