

## TCGIS Statement of Equity, Diversity & Belonging

We believe that all students should have access to TCGIS's innovative education of the whole child through German immersion and that students' experience and education are dramatically enhanced by multi-dimensional diversity in the school community.

TCGIS is actively working to create intersections of diverse perspectives and backgrounds to undo systems of injustice and inequity in education that have historically benefited white people at the expense of Black, Indigenous and other people of color. We acknowledge that the racial composition of the TCGIS student population does not reflect that of the Twin Cities, and endeavor to change that. TCGIS promotes anti-racist ideas and policies, and expects community members to recognize and correct racist language and promote anti-racist actions.

We believe that the differences each person brings to TCGIS strengthen our school community. We support and promote diversity and the understanding of diversity in all aspects of TCGIS. With the National Education Association, we define diversity as the sum of the ways that people are both alike and different. We recognize that the dimensions of diversity include race, ethnicity, sexual orientation, gender identity, language, culture, religion, mental and physical ability, class, and immigration status. The NEA and TCGIS define equity as the intentional allocation of resources, instruction, and opportunities according to need. This requires the identification and eradication of discriminatory practices, prejudices, and beliefs so that every child can succeed in school and life. TCGIS is creating educational systems and policies to ensure justice, equity, and belonging for all.

We recognize that the German language has an undeniable connection to the Holocaust and are committed to learning from and emulating the path of modern Germany and its commitment to an honest reckoning with history and to the preservation of human dignity above all else. Examining the uncomfortable facts of our history and the inequities they have systematized are tasks we embrace as an educational community, striving toward a better understanding of how our actions can dismantle systems that privilege some members of our community at the expense of others.

Our vision is “Andere hören, andere sehen, weltoffen denken und handeln. (*“Listen to others, see others, think and act openly to the world”*)”. The TCGIS community (staff, teachers, students, parents, and board members) uphold the school's established value framework - Curiosity, Kindness, Challenge and Support, Community, and Intercultural Engagement - and will champion diversity, belonging, inclusivity, and equitable learning at TCGIS through our values.

- Curiosity: We will recognize and examine our individual biases and actively seek to change them. We will listen first and seek to understand others' perspectives and lived experiences, especially when they are vastly different from our own.

- Kindness: We commit to honor and embrace equity and diversity and treat individuals as we all hope to be treated.
- Challenge & Support: We challenge perpetrators of prejudice, racism, and harassment of any person. We pledge to actively support equity and fairness for all TCGIS students, families, and staff. Actions and words of TCGIS community members will be anti-racist because neutrality is not enough.
- Community: We will create opportunities for our community to gather, discuss, learn and celebrate the diversity in our school, the Twin Cities, and international communities. We will make changes to ensure the school curriculum reflects the cultural and racial diversity of the Twin Cities. We will work to diversify TCGIS staff to provide role models for students with teachers and leadership who look like or identify with them.
- Intercultural Engagement: We will build a community and learning environment that reflects, honors, and celebrates diverse perspectives and fosters a sense of belonging. We will strengthen our community with the unique perspectives and ideas of all individuals and create a vibrant intersection of cultures and diversity in which all are valued and feel they belong. TCGIS students will be ready to be thoughtful and open-minded citizens of the world.