

Diversity and Inclusion 101

How does Menlo define diversity?

Menlo School is committed to being a heterogeneous and inclusive community. We believe students are better educated and prepared to succeed when the School community—students, families, faculty, administration and staff—is diverse and inclusive. Diversity benefits the entire community by providing a wide range of perspectives and experiences. We embrace a broad definition of diversity: an inclusive community comprised of people with different racial, cultural, economic and religious backgrounds, as well as different gender identities and sexual orientations. In addition, we support students with a wide variety of interests, talents, physical abilities, personalities and politics.

Equity, Inclusivity and Diversity Committee (EIDC): Charge to the Committee

The Equity, Inclusivity and Diversity Committee's goal is to create a more inclusive community in all realms of the School, grounded in respect and appreciation for individual differences. The Committee seeks to provide programs and resources that enhance knowledge and encourage understanding of inclusivity. The Committee strives to provide leadership, dialogue and resources for faculty, students and families. The impetus for this work has come from every part of our community.

We aim to address the following questions:

- How do we measure growth? In what ways do we live our stated commitment to equity, inclusion and diversity?
- How does Menlo demonstrate that diversity = excellence?
- How do we move our school toward diversity work as both an institutional moral imperative and an integral academic skill set?

We define:

- Equity and Justice is a focus on empowerment of and co-ownership by the committee in building and sustaining diversity and inclusivity.
- Diversity is the fabric of our community. It is defined by “otherness.” Most obviously, it is determined by race, gender and/or culture. On a more subtle level it includes class, sexual orientation, religion, ability and appearance.
- Inclusivity is achieved by building and sustaining our community through policies, programs and practices.

Diversity Strategic Plan

Family Support and Engagement

Respond effectively to the diverse needs of our families who come from various cultural backgrounds and encourage their participation in the life of Menlo School.

Student Inclusiveness

Work towards creating a Menlo School environment in which all students feel a sense of belonging.

Faculty/Staff Recruitment and Retention

Hire, develop, and grow teachers of color and educators who reflect and value other forms of diversity.

Admission Outreach

Expand our current efforts to recruit students of color and ensure their successful transitions at the sixth and ninth grade levels.

Professional Development

Provide teachers with ongoing opportunities to engage in critical self-reflection and to explore the cultural background of their students.