



## NEW ENGLAND ASSOCIATION OF SCHOOLS AND COLLEGES

### **Additional DEIB Indicators and Required Materials**

#### **1. Enrolled Students Align Appropriately with the Mission**

- 1.e. The admissions policies and practices reflect the school's beliefs and commitments to diversity, equity, inclusion, and belonging.

##### Required Materials:

- E. Non-discrimination policy (may be included in other materials). NEASC requires all students to be treated equitably. The missions of independent schools may be gender specific.

#### **2. The Governing Body/Board Assures the School Remains Sustainable and True to its Mission**

- 2.f. The Governing Body/Board seeks balanced membership representing the diversity of the community and key areas of expertise, interest, and abilities.

#### **3. The School's Resources Sufficiently Support Present and Prospective Operation**

- 3.i. The school stewards its resources equitably to meet the diverse needs of the school community.

#### **4. The School Employs an Appropriate Adult Community to Optimally Implement the Mission**

- 4.c. Personnel policies and hiring practices reflect the school's beliefs and commitments to diversity, equity, inclusion, and belonging.

#### **5. A Proactive Culture of Health and Safety Permeates the School**

- 5.b. The school understands its responsibility and commitment to each student's sense of belonging and social and emotional well-being.

#### **7. Commitment to the Mission Informs Decisions, Guides Initiatives, and Aligns with the Students' Needs and Aspirations**

- 7.e. The school's culture and climate embraces its commitments to diversity, equity, inclusion, and belonging.

#### **8. Commitment to Inspiration and Support Characterizes the Approach to Each Student**

- 8.c. School culture promotes and celebrates the essential equity and inclusion of all students.
- 8.i. The school's practice of equity reduces the predictability of who succeeds and who fails by ensuring every learner has access to the resources they need when they need them.

#### **9. Commitment to Excellence Distinguishes the Program**

- 9.j. Every aspect of the program reflects awareness of and commitment to equity and inclusion.

**10. Commitment to Continuous Professional Development Permeates the Adult Culture**

10.c. Professional learning and development support the advancement of teaching and, within its culture and context, reflect the school's commitments to diversity, equity, inclusion, and belonging.

**11. Commitment to Engaging with the Greater Community Enhances Student Experience**

11.a. The school effectively communicates and promotes a community of belonging for every family around its child's development.

11.d. The school is committed to expanding the diversity of its students' perspectives by encouraging engagement with a multicultural society.

**12. Commitment to Meeting the Needs of Each Student Drives the Residential Program**

12.d. The residential life curriculum, within the school's individual culture and context, intentionally promotes and provides for the inclusion and belonging of diverse students and residential staff.

**13. Commitment to the Health and Well-being of Each Student Guides the School's Homestay Program**

13.k. The school's homestay program reflects and expands the school's commitments to diversity, equity, inclusion, and belonging.

**14. Commitment to Long-Term Viability and Innovation Guides Planning**

14.f. The school considers issues of diversity, equity, inclusion and belonging in its planning.

*Revised November 2022*