



Diversity, Equity, Inclusion, and Justice

in the Lower School

The purpose of our diversity, equity, inclusion, and justice (DEIJ) work in the Lower School is wide-ranging:

- To intentionally support the healthy identity development of all students
- To enable all students to feel culturally sustained by their school experience
- To make it possible for all students, employees, and families to experience a consistent sense of ownership—beyond inclusion, beyond belonging—in the School community
- To equip students with the understanding and skills they need—right now and into the future—to make sense of an unequal world and work

together to change it in age-appropriate ways

- To make it possible for all students to develop a sense of individual empowerment as well as a deep appreciation for the interdependence of communities, both of which are ultimately key for social change
- To support the adults in the community to work together to dismantle the systemic inequities in our institution
- To provide shared experiences, language, and sense of purpose for parents and employees

To be effective, we know that our DEIJ work must infuse every part of the community. It must be deep, comprehensive, and interconnected. With this in mind, we have devoted ourselves to four related areas: teaching and learning, identity and affinity programming, professional development, and parent engagement.

The Milton DEI Strategic Plan of 2019 ushered in a new phase of DEIJ work in the Lower School. In 2020, the Lower School convened a group of faculty, staff, administrators, and parents to implement the recommendations from the DEI Strategic Plan as well as feedback generously given by current and past community members whose identities have been marginalized at Milton. This implementation team worked on a weekly basis throughout the 2020–21 school year and continues its work today. Below are some of the major initiatives currently being implemented in the four areas of focus:

Teaching and Learning

Identity and Affinity Programming

- The Lower School offers a robust student affinity group program, scheduled during the school day, that seeks to engage all K–5 students in age-appropriate activities related to healthy identity development.
- During this rollout, the Lower School has engaged parents and employees in multiple checkpoints, to ensure that all adults in our community fully understand the purposes of the student affinity program and why it is so essential for all Lower School students.
- The 2021 Summer Read for parents and employees provided a collection of articles, videos, podcasts, and an FAQ all focused on affinity programming for elementary students.

Professional Development	+
Parent Engagement	+

Lower School

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