



Diversity, Equity, Inclusion & Justice Statement



DULWICH COLLEGE

| SHANGHAI PUXI |

上海德威外籍人员子女学校（浦西）

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Diversity, Equity, Inclusion and Justice Statement

We strive to be a luminary organisation that opens hearts and minds and makes a positive difference in the wider community. This statement was developed by our DEIJ committee, which oversees the College's development in this important area. The statement outlines our commitment to creating an inclusive environment that celebrates diversity and promotes the principles of social justice.

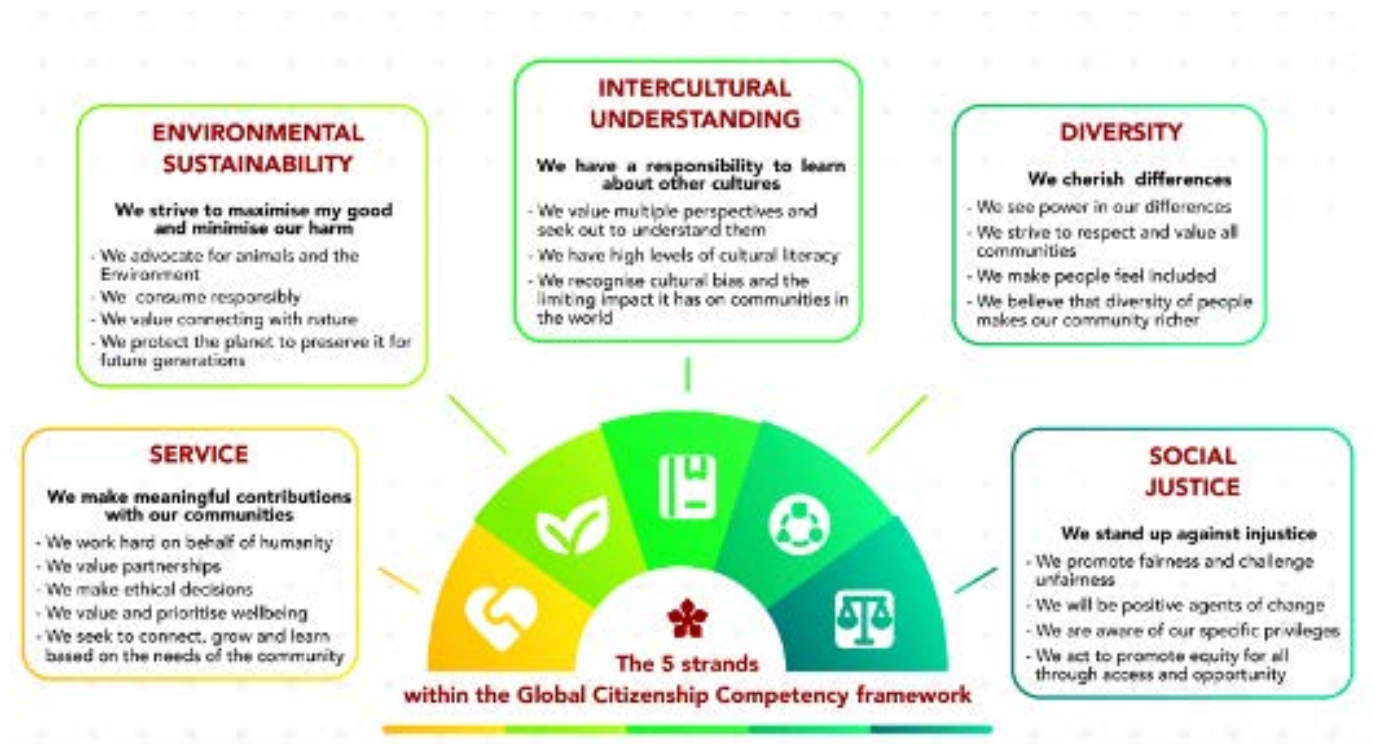
Mission: *To create a learning environment where students develop the knowledge, skills and motivation to have positive impact on society and the planet.*

Our commitment to DEIJ is an intentional element of creating a kind, respectful and culturally rich environment that promotes a sense of belonging and enables students to be the best person they can be. Knowledge and understanding of diversity, equity, inclusion and social justice is incorporated into our Global Citizenship Competencies.

Our commitment to DEIJ aligns closely with our vision and mission

Vision: *Our students make a positive difference in the world*

We believe that a knowledge and understanding of diversity, equity, inclusion and social justice is important for a successful transition to university and the world of work and supports students in their journey towards making a positive difference in the world.



Our commitment to DEIJ aligns closely with our College values



We aim high when ALL members of our community are empowered to be the best they can be.

We work hard when we endeavor to ensure that ALL members of our community feel included, safe, and cared for.

We are kind and respectful when we nurture positive relationships that celebrate the individual, fostering a strong sense of community.

We make a difference when we act towards positive change in the world, promoting a sense of social responsibility.

Our community is the strength of our College, which is why we attach importance to being together. A genuine sense of belonging is intrinsic to this.

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Recognition



1. Our commitment to DEIJ is intrinsic to our role as educators

As educators, our commitment to Diversity, Equity, Inclusion, and Social Justice (DEIJ) informs our role in several ways:

1.1 Through our taught curriculum

Global Citizenship Competencies	Intercultural Understanding	Diversity	Social Justice
Early Years	<p>In our Early Years program, we embrace diversity and foster an inclusive environment that nurtures intercultural understanding, social justice, and respect for all. Our curriculum incorporates diverse books, family sharing, cultural celebrations, dual language approach, and international cuisine exploration. Classroom displays and discussions celebrate our community’s diversity, promoting empathy and open dialogue about similarities and differences. The Puxi Promise reinforces expectations for respectful interactions, while engaging activities around the Global Goals empower students to be agents of positive change from a young age. By immersing children in an inclusive setting that values diverse perspectives and experiences, we lay a strong foundation for cultivating cultural awareness, social responsibility, and a lifelong appreciation for diversity.</p>		
Primary School	<p>At our Primary School, we are committed to fostering intercultural understanding, social justice, and diversity through an engaging curriculum. Assemblies feature perspectives from different cultures, allowing children to explain the intricacies they have learned. Our classroom environments visibly display diverse cultures through audits of engaging spaces. English, topic lessons, and well-stocked libraries incorporate books representing various cultures. Hands-on projects cultivate empathy, such as Year 4’s task to create an inclusive classroom for those with sensory impairments and Year 5’s SE21 project designing inclusive school guides with audio and 3D printed Braille models. Social justice is embedded, with Year 3 inquiring about unequal access to food and water, and Year 6 selecting more representative historical texts. Discussions around gender equality on International Women’s Day and a Year 4 assembly distinguishing equality from equity empower children as agents of change. Through this holistic approach, our students gain a rich understanding of cultural diversity and develop a strong commitment to creating a more just and inclusive world.</p>		

Senior School	<p>In the Senior School, we are committed to fostering intercultural understanding, social justice, and diversity through an intentional and comprehensive curriculum. Our students explore literary works that develop empathy and appreciation for different cultures in English classes. Modern language courses celebrate identity while examining cross-cultural perspectives on education, food, and celebrations. Mathematics lessons highlight contributions from diverse civilizations, and science classes analyze human unity and diversity through genetics while honoring women’s accomplishments in STEM fields. Geography delves into human development, inequality, and the UN’s sustainable goals for promoting equity. Economics investigates wealth disparities across races and genders. Art encourages raising awareness of environmental and social issues while celebrating diverse artistic voices. Ultimately, our curriculum empowers students to embrace differences, challenge biases, and become agents of positive change in our multicultural world.</p>
Ed Tech	<p>Our use of cutting-edge technologies like AI and VR allows students to gain immersive experiences exploring different cultures from around the world. For example, our virtual reality program enables students to virtually visit and learn about the customs, histories, and ways of life in communities across all continents. Additionally, our Ed-Tech program emphasizes hands-on learning opportunities that promote inclusivity, such as the Dulwich Game Jam where we intentionally form both male and female student teams. By exposing students to diverse perspectives and providing equitable opportunities, we aim to build intercultural understanding, advance social justice, and empower our students to become globally-minded citizens who celebrate diversity. Our DEIJ efforts extend beyond the classroom through community service projects that address local and global inequities using technology solutions.</p>
Sport	<p>We recognize that accessibility to sports is a fundamental right, and we strive to create equitable opportunities for all students, regardless of their physical abilities, gender, or cultural background. In our PE classes, we explore adaptive sports and equipment modifications that enable students with disabilities to participate fully and experience the joy of physical activity. We also address gender equity in sports, challenging traditional stereotypes and ensuring that both male and female students have equal access to facilities, coaching, and competitive opportunities. Additionally, we incorporate cultural awareness into our curriculum, introducing students to a diverse range of sports and physical activities from around the world, fostering intercultural understanding and appreciation.</p>
Creative Arts	<p>Our Music and Creative Arts programs provide a rich tapestry for students to explore diverse cultures, gain intercultural understanding, and develop social awareness. In music lessons, students delve into the people, places, and cultural contexts that shape musical traditions worldwide. They experience the power of music to transcend boundaries by studying and appreciating genres popular across different societies. Art classes encourage students to embrace their unique cultural backgrounds while creating pieces that reflect their identities and perspectives.</p>

Mandarin	<p>The Mandarin curriculum at our college serves as a powerful catalyst for promoting intercultural understanding, social justice, and diversity. Through immersive cultural activities rooted in the local Maqiao community, such as the exploration of the traditional art form "Dyatie," students gain a profound appreciation for cultural preservation and cross-cultural exchange. Initiatives like the "Hometown Cards" project, where senior students proudly showcase their diverse cultural backgrounds, foster an environment of inclusivity and celebration of heritage. Post-summer travel presentations facilitate rich discussions, enabling students to learn about different cultures, customs, and perspectives from around the world. Moreover, the Year 11 Mandarin curriculum directly addresses cultural diversity, exploring traditions, values, and behaviors across countries, ethnicities, and communities, thereby breaking down biases and promoting cross-cultural understanding and respect</p>
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1.2 Through Wider College Life

Global Citizenship Competencies	<p>Intercultural Understanding</p> <p>We have a responsibility to learn about other cultures</p> <ul style="list-style-type: none"> We value multiple perspectives and seek out to understand them We have high levels of cultural literacy We recognise cultural bias and the limiting impact it has on communities in the world 	<p>Diversity</p> <p>We cherish differences</p> <ul style="list-style-type: none"> We see power in our differences We strive to respect and value all communities We make people feel included We believe that diversity of people makes our community richer 	<p>Social Justice</p> <p>We stand up against injustice</p> <ul style="list-style-type: none"> We promote fairness and challenge unfairness We will be positive agents of change We are aware of our specific privileges We act to promote equity for all through access and opportunity
Assemblies	<p>Over the course of the academic year our assemblies...</p> <p>Promote intercultural understanding by highlighting a range of cultural festivals and celebrations. Mid-Autumn Festival, the Lunar New Year and Christmas are major events in our annual calendar. We have also held assemblies on Divali, Dia de los Muertos, Eid and Easter.</p> <p>Raise awareness about diversity and social justice. Examples include our focus on gender inequality at International Women's Day; the status of refugees at Remembrance Day; the role of the UN; raising awareness of mental health during Mental Health Week; and celebrating diversity during International Mother Language Day</p>		

Enrichment	<p>Over the course of the academic year our enrichment opportunities... Promote intercultural understanding and diversity by bringing in experts and speakers from a range of cultural backgrounds. Recent examples include Nimisha Vekariya: Software Lead Engineer at Volvo International Car Company; Student performers from Maqiao Town Migrant School; Andrew Hill and Eva Chung from Special Slices;</p> <p>Promote intercultural understanding and diversity by taking students out into the world to experience different cultures and communities. Recent examples include our Junior School China experiential learning week; our Y5 participation in MUN; Y6 visit to the Jewish refugee museum;</p> <p>Raise awareness about social justice through participation in activities such as exposure to curriculum text-based units with social justice themes such as Wonder, Journey to Jo'berg, The Promise; Each year group has a designated social enterprise such as partner work with Hearts and Hands charity; Maqiao Migrant School cultural exchange.</p>
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2. Our commitment to DEIJ is intrinsic to our role as employers

As employers, our commitment to Diversity, Equity, Inclusion, and Social Justice (DEIJ) informs our role across all functions:

Global Citizenship Competencies	Intercultural Understanding	Diversity	Social Justice
HR	<p>Our HR function supports DEIJ by... Promoting an open and equitable approach to recruitment within the parameters of our context in China. This has enabled us to increase the diversity of our team. Providing confidential channels for members of staff to raise concerns through our Grievance Policy and Whistleblowing Policy.</p>		

Finance and Procurement	<p>Our Finance and Procurement function supports DEIJ by... Giving consideration to the values of business partners. Recent examples include:</p> <ul style="list-style-type: none"> • Luuna - B Corp certificated – who provide the menstrual care products we provide for students and staff • Hearts and Hands – a social enterprise that employs people with disabilities – who design and provide Monty the Mustang, our school mascot
Operations	<p>Our Operations function supports DEIJ by... Supporting the installation and ongoing provision of menstrual care products in toilets across the College. Working with our caterers to promote and provide a wider range of food from different countries and cultures.</p>

3. Our commitment to Diversity, Equity, Inclusion, and Social Justice (DEIJ) informs our accreditations and professional partnerships

Accreditations/ Authorisations	<p>We value accreditations/authorisations with organisations that actively promote DEIJ. These processes incorporate DEIJ criteria that support us to be both aspirational and accountable in our practice. These include:</p> <ul style="list-style-type: none"> • CIS • WASC • IB Diploma
Professional Partnerships	<p>We value professional partnerships with external consultants who actively promote DEIJ and support us to be both aspirational and accountable by actively encouraging us to reflect upon and develop our practice. These include:</p> <p>Angie Browne, Being Luminary Julie Stern, Education to Save the World</p>
Education in Motion	<p>Colleagues from Dulwich College Shanghai Puxi play an active role in group level work on DEIJ. Our Head of College is a member of the group-wide DEIJ working party.</p>

4. Accountability

True to our value of aiming high, we are committed to developing our DEIJ practice as educators, employers and partners. We will hold ourselves to account and continue to work with Angie Browne for an evaluation in Term 3 2024/2025.

