

Inclusion and Inclusive Teaching at Munich International School

Preface

All members of Munich International School (MIS) benefit from the diversity of our student and staff populations. We are proud of our diverse community, and we are committed to enacting policies and practices to promote diversity and to ensure that every member of our community enjoys full access to the exceptional experiences, resources, and learning that comprise Munich International School.

Who we are

Munich International School was founded in 1966 as one of the earliest examples of international education. The school has been privileged since its founding to host a diverse population of students and employees from many different nationalities, cultures, traditions, and backgrounds. We believe that diversity is a core component of our identity, a source of strength, and one of the most important keys to our success.

Through diversity and through inclusive practices, we prepare students for principled engagement in the world. Our students and staff learn to value, appreciate, and celebrate the unique knowledge, perspectives, and experiences that each member of our community contributes. These include differences in age, ethnicity, family makeup, gender identity and expression, language, learning ability, nationality, physical ability, race, religion, sexual orientation, and socioeconomic status.

What we do

Currently our commitments to diversity and inclusion include the following:

- We are committed to **attracting a wide range of students, faculty, and staff** with diverse identities, backgrounds, and experiences to our school and to our community.
- We are committed to **fostering a sense of belonging** by supporting every student and staff member to feel seen, respected, and valued at our school.
- We are committed to **supporting every student and staff member to achieve their full potential** while at our school by decreasing barriers that might hinder their access to the full benefits of membership in our community.
- We are committed to **fighting identity-based discrimination and bullying** and to creating and enacting policies, practices, and a culture that protect the dignity and the rights of every member of our school and community.
- We are committed to **implementing inclusive curricula** that reflect the diversity of our community and of the world in which our school is situated. This includes ensuring that inclusive practices are part of:
 - **How we teach** -- Classroom practices aim to foster a sense of belonging for all students.
 - **What we teach** -- Curricular content and examples are drawn from a wide range of cultures, traditions, and identities.
 - **Where we draw our materials** -- Curricular materials are drawn from diverse sources and specific effort is made to include less frequently referenced cultures, traditions, and identities.

- **Whom we include** -- Curricula intentionally include contributions from a wide variety of cultures, traditions, and identities.