



- ▶ [Leadership Education and Diversity Team](#)
- ▶ [Historical Perspective](#)
- ▶ [The Diversity Practitioner](#)
- ▼ [Equity in Action](#)
 - [Curriculum](#)
 - [Diversity/Multiculturalism](#)
 - [Professional Development for Faculty/Staff](#)
 - [Public/Private Partnership](#)
 - [LGBT Case Studies](#)
- ▶ [Support Agencies](#)
- ▶ [Student Voices](#)
- ▶ [Assessment of Inclusivity and Multiculturalism \(AIM\)](#)

Diversity and Multiculturalism

Diversity is who we are. It is quantitative. It is defined by "otherness." Most obviously it is determined by race, gender, and culture. On a more subtle level it includes class, sexual orientation, religion, ability, and appearance. As a democratic nation we define ourselves through diversity. We believe in equal opportunity and equal access. Diversity exists in spite of, and sometimes because of, the action we take.



Multiculturalism is an evolving process. It is qualitative. It is the shift that occurs when we stop defining everyone by one cultural norm and move to an understanding of multiple norms. Critical to this process is the breaking down of systemic barriers to equity and justice. Chief among these are the various "isms", such as racism and sexism. Multiculturalism exists only when we make an informed commitment to change.

Inclusivity is building and sustaining communities in policies, programs, and practices. Diversity (the numbers) is the foundation from which to establish and sustain inclusivity.

Equity and Justice focuses on empowerment and co-ownership of the community in strategically building on and sustaining diversity, multiculturalism, and inclusivity.

Hiring Faculty of Color - This article talks about hiring and keeping faculty of color in higher education. Some of these ideas could be applied to independent school culture.

Racial and Ethnic Classifications - This is a list of racial and ethnic classification used by many NAIS member schools in determining racial and ethnic diversity in their schools.

What Is an American?

Nishant Mehta, International Baccalaureate coordinator, director of intercultural affairs and social justice at St. Alcuin Montessori School in Dallas, Texas, explores what it means to be an American in a country that has become so diverse.