

SunRidge Diversity, Inclusion, and Anti-Racism Statement

The administration, Charter Council, and faculty at SunRidge Charter School acknowledge that biases exist in each of us, and collectively define aspects of our society and culture. Biases based on race, gender, sexuality, physical or cognitive ability, income, language, family structure, or religious beliefs, have defined our environment as one where privilege and oppression have been maintained. To ensure that SunRidge is a welcoming community to everyone and in keeping with the school's [Vision and Mission Statement](#), we strive to identify our biases and privileges and use them to counter oppression by:

- Supporting one another with compassion and love when we make inevitable mistakes during this process of developing into the beloved community that we strive to be.
- Participating in ongoing professional development (individual and school-wide plan).
- Continually evaluating and improving curricula to ensure it is actively countering the hierarchical narrative and existing power structure and not just settling for "tolerance".
- Engaging in truth telling

Waldorf education was founded in 1919 upon the insights of Rudolf Steiner, whose indications provide the foundations for a humanized education that recognizes the individuality of each person and the universal spirit living within every human being. We affirm this educational and social truth. Any statements attributed to Rudolf Steiner that imply or suggest discrimination or judgment toward any race, ethnicity, religion, gender, sexuality, or socio-economic group, are rejected. Such attitudes are contrary to and undermine the goals of this education. (Credit: WECAN)

Saying we will endeavor to uncover, understand the damage done and work towards inclusion of all people whom we may hold biases towards is not enough. Our intent is to teach inclusion, compassion, empathy and unity for our global community through the curriculum that teachers strive to present, and the administration supports, and the policies that SunRidge community adopts. Outlined below are historical and ongoing actions that the teachers and administration have taken and will continue to take towards this end:

- Every grade's curriculum continually strives to celebrate diverse cultures, historical and contemporary.
- Age appropriate teachable moments and activities are and will be offered.
- The school library collection has been culled for texts that are outdated and inaccurate. In some cases, books have been annotated to alert the teacher/reader.
- Class literature sets have been (and will continue to be) purchased to update student resources.
- The school has formed a committee, FEAT (Freedom, Equity and Anti-racism Team) made up of parents, faculty, administration, and community members dedicated to identifying systemic racism and oppression and creating positive change. [Link to FEAT Portal](#)
- The school is developing a Gender Equity Policy. (Link to Policy Coming)
- Book studies are offered for faculty and students. (Link to Book Studies coming)
- Parent Education is offered. For example, Positive Images, Diversity Movie Nights, Guest Speakers

This is a living document and will be reviewed at least yearly.
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