

---

# MASSANUTTEN

MILITARY ACADEMY



## Massanutten Diversity, Equity and Inclusion

Massanutten believes that our student body, faculty and staff are bound to excel through diversity, equity and inclusion. With students from different backgrounds, all over the country, and all over the world, we celebrate the variety of perspectives and customs that make us all unique. Every individual on our campus is important and valued.

Having been in existence for over 120 years, Massanutten is committed to equity and inclusion. As a community, there is always room to learn and grow. We are committed to this process and are taking the steps to serve as a model to others of what a diverse, equitable and inclusive school looks like in all we do.

-Kim Elshafie-Layman, Head of School

## Massanutten's Statement on Diversity, Equity and Inclusion

Massanutten's mission to prepare students for their success through a superior education is built on collaboration and critical thinking to value cultural diversity and international mindedness as we prepare our students to become global citizens is at the heart of our program.

We consistently evaluate what we do in all aspects of our school community to ensure we demonstrate our beliefs in what we teach, how we teach, and how we communicate with students, parents, alumni, trustees, faculty, staff, and the community.

Our motto, "Non Nobis Solum" or Not for Our Selves Alone, is the driving force and center of the Academy. All members of the Massanutten Family believe service to others is key to creating an environment of camaraderie and respect for all regardless of race, age, gender identity, ethnicity, family composition, ability, religion and socio-economic status.

Our community values focus on:

- Celebrating Diversity
- Service to Others
- Sharing Perspectives and Differences
- Thinking Critically
- Communicating with Others
- Having Principles
- Open-Mindedness
- Caring and Empathy
- Reflecting on Ideas and Experiences

### **Themes in Education**

- Community
- Evaluating laws and how they impact all citizens and immigrants.
- Exploring other cultures and backgrounds
- Citizenship
- Impact and Important of Voting
- Social Issues and Current Events

### **How Are We Ensuring We Practice Our Beliefs?**

- Parent/ Teacher Meetings throughout the year to provide parents with a forum to share ideas and actively participate in thoughtful discussion.
- Mentor Meetings between students and faculty/ staff mentors to provide a safe space for students to share ideas and feedback and to learn and grow as leaders and citizens.
- Counseling services to meet the social and emotional needs of our students and staff.
- Community Engagement to ensure our cadets are prominent and identifiable in the local community.
- Classroom Studies that cover global and United States history and provide students with an understanding and relationships to our current social issues.
- Cultural Celebrations to honor all citizens of the world- Black History Month, International Day, etc.