

DIVERSITY AND COMMUNITY

At University Prep, we believe that embracing diversity and intentionally creating an inclusive school community is critical to the academic and social experience of our students, faculty, and staff.



DIVERSITY MISSION STATEMENT

University Prep's mission compels us to train and educate the next generation of leaders who will create impact and change in an interdependent, complex, and global community. Our students need to see, hear, and understand the diversity of people, perspectives, and points of view around them and in the world they will lead in the years ahead. Essential to this proposition is the ability of our students to identify, analyze, and act on issues of equity, justice, and inclusion. Our world demands it.

DIVERSITY VISION STATEMENT

University Prep is proud of its diverse learners, and plurality of cultures and backgrounds. By exposing our students, faculty, and staff to different perspectives in their everyday learning, our community members become more intellectually courageous, better understand their own identities and the identities of others, and become socially responsible contributors. We aspire to be a diverse, inclusive, and equitable educational community that creates and sustains a shared sense of belonging and mutual respect. We seek to instill students with a sense of creativity and intellectual courage, preparing them to be champions of social justice and effective citizens in a globalized world.

DIVERSITY STRATEGIC PLAN

In 2018, the school adopted its first diversity strategic plan, with initiatives in three areas.

In program and curriculum, goals include integrating diversity and inclusion into the school curriculum, enhancing professional development in those areas, and graduating culturally competent student leaders.

In recruitment and retention, the school aims to implement a plan to increase the diversity of the student body as well as the faculty and staff, and to retain them in the long term.

2020-2021

37%

of students are students of color

30%

of faculty and staff are people of color

12

student affinity groups and related clubs

41

Rainier Scholars enrolled

And finally, in the area of academic performance, the goal is to reduce any disparities in academic performance in underrepresented students of color.

DIVERSITY PROGRAMS

We support our mission by creating experiences for our students to come face-to-face with the issues playing out in society and by allowing them the room to grow in their own identity development. From our annual Social Justice Day to curricular units, equity, justice, and inclusion are embedded in all that we do. Our monthly Community Conversations in the Upper School, led by student facilitators, offer a regular forum to embrace and confront challenging issues.

The Diversity and Community Office is centered in the middle of our school, making a strong statement to our school community, guests, and visitors. The office provides a safe space for students to have discussions, study groups, or club meetings.

Affinity Groups include:

- Asian, Pacific Islander Student Union
- Black Student Union
- LGBTQ+
- Latinx
- Middle Eastern
- Multicultural
- White Allies

Clubs include:

- Gender Equity
- Gender and Sexuality Alliance
- Jewish Culture Appreciation Club
- Facilitators
- Multicultural Student Union

RAINIER SCHOLARS

The Rainier Scholars program is one important way in which University Prep puts into action our diversity mission statement. UPrep has a deep and long-standing relationship with Rainier Scholars, which began shortly after the organization's inception in 2002.

Rainier Scholars cultivates the academic potential of talented and motivated young scholars from underserved communities, offering them access to exceptional educational opportunities and ongoing comprehensive support. University Prep is proud to have the largest number of Rainier Scholars of any local independent school.

Rainier Scholars and their families have changed the culture of University Prep in innumerable positive ways. These remarkable students bring talents, perspectives, and life experiences that enrich the educational environment for all students and teachers at University Prep.

Questions?

Please contact E-chieh Lin, Director of Diversity and Community & Director of Hiring, at ELin@universityprep.org or 206.832.1213