



# Washington International School in Taichung

No.26, Buzaikeng Rd., Taiping Dist., Taichung City 411, Taiwan (R.O.C.)

Tel: +886 4 2393 4712 Ext. 174

Fax: +886 4 2393 3865

<https://wist.whs.tc.edu.tw/wist/>

## Inclusion, Equity, and Diversity Statement

### Mission and Vision Statement:

At Washington International School in Taichung (WIST), we are committed to fostering an inclusive, equitable, and diverse academic community that is consistent with our mission to create a positive learning environment that promotes a community where all can thrive. We believe that the strength of our educational institution lies in recognizing the richness of our community. We are dedicated to nurturing lifelong learners who possess, not only academic excellence, but also the knowledge, skills, integrity and core values to succeed both in the local and global spheres.

Our vision is based on the belief that preparing learners for academic and career success goes hand-in-hand with fostering a culture of inclusion, equity, and diversity. We are committed to providing collaborative, rigorous, and relevant learning opportunities that empower students to become resourceful, empathetic individuals and global citizens.

Our pursuit of academic and professional excellence is inextricably linked to our commitment in building a community that celebrates the diverse backgrounds and perspectives of each member. We adhere to the provisions of the Gender Equity Education Act, and integrate gender equity education into our curriculum, while working to eliminate all types of discrimination, through awareness, diversity education and strict regulations against all forms of harassment on campus. We value the viewpoints of our members and actively involve stakeholders in the pursuit of inclusion, equity, and diversity.

### Definitions:

#### Inclusion:

At WIST, inclusion is at the heart of our educational philosophy. We strive to create a learning environment where all members of the community, regardless of background, identity, or ability, feel valued, respected, and supported. We believe that by embracing diverse perspectives and experiences, we enrich the educational journey of all and prepare them to succeed in a global society.

#### Equity:

We are committed to promoting equity in all aspects of our school community. We recognize that each member of the community brings their own unique strengths and challenges. Our commitment to equity means that we actively work to remove barriers that may hinder full participation and success. We strive to provide resources, opportunities, and support that ensure an equitable educational experience for every student.

#### Diversity:

We celebrate the diversity that exists in our school community and recognize it as a source of strength and learning. We welcome diversity in all its forms, including but not limited to

race, ethnicity, gender, socioeconomic background, religion, language, as well as ability. We believe that exposure to a community of diverse perspectives and experiences enriches members and prepares students to be culturally competent and open-minded global citizens.

To achieve our Inclusion, Equity, and Diversity goal, we will:

1. Provide gender equity education to all students, staff, and faculty members, as required by the Gender Equity Education Act. This education will include information on gender stereotypes, gender roles, gender identity, sexual orientation, and other related topics, and will be integrated into the curriculum and school activities.
2. Establish a Gender Equity Education Committee, as required by the Gender Equity Education Act, to oversee the implementation of gender equity education and to address any issues related to gender equity in the school.
3. Prohibit discrimination and harassment based on gender, gender temperaments, gender identity, sexual orientation, race, ethnicity, religion, disability, or any other characteristic protected by law, in all aspects of school life, including instruction, activities, assessments, rewards and penalties, benefits, and services.
4. Provide support and assistance to students who are disadvantaged due to their gender, gender temperaments, gender identity, sexual orientation, race, ethnicity, religion, disability, or any other characteristic protected by law, with the aim of improving their circumstances.
5. Protect the right to education of pregnant students, and provide needed assistance, as required by the Gender Equity Education Act.
6. Provide gender equity education to all staff members, including pre-service training, orientation training, in-service education programs, and preparation programs for educational administrators, as required by the Gender Equity Education Act.
7. Ensure that at least one-third of members of Staff Appraisal Committee, Grievance Review Committee, and Faculty Evaluation Committee at the school level, as well as the Faculty Grievance Review Committee of the competent authority at the central, municipal and county or city level, consist of either sex, as required by the Gender Equity Education Act.
8. We will regularly review and update this policy to ensure that it remains relevant and effective in promoting inclusion, equity, and diversity in our school.

We, Washington International School in Taichung (WIST), commit to this policy as an integral part of our mission and vision. Through our collective efforts, we aim to create an educational environment that empowers all students to achieve academic excellence, become responsible global citizens, and make a positive contribution to the world.

**Translation Disclaimer:**

The translation of this document is provided for informational purposes only. While we strive to ensure accuracy, translations may not be perfect and can vary based on context, language nuances, and other factors. Please note that the original document or text always takes precedence over this translation. While we have made every effort to provide an accurate translation, variations in language, context, and interpretation may occur. We do not accept responsibility for any errors, omissions, or misinterpretations that may occur in the translation.

**AI Assistance Disclosure Statement**

Artificial intelligence (AI) played a role in assisting with the creation and drafting of this document, but it underwent extensive scrutiny and refinement by human experts to guarantee its accuracy, comprehensiveness, and alignment with our school's objectives and principles.

The use of AI technology is intended to enhance the efficiency and effectiveness of our documentation development process. However, it is essential to emphasize that the final content and decisions reflect the collective input, expertise, and judgment of our team.