

“A healthy social life is found only when, in the mirror of each soul, the whole community finds its reflection, and when, in the whole community, the virtue of each one is living.” - Rudolf Steiner

At the Rudolf Steiner School of Ann Arbor, we strive to put this into practice by holding respect and appreciation for every individual. We consider it vital that we:

1. Appreciate the backgrounds, viewpoints, and experiences of each member of our community
2. Denounce behavior that excludes or oppresses
3. Stay aware of world events and how we respond to them in holding the students and developing the curriculum.

We are opposed to all forms of prejudice, discrimination, exclusion, censorship, and condescension in our school community, and we craft our policies and procedures accordingly.

We realize that inequities in our country are many. We recognize the oppression of people throughout our nation's history and that it is still present in society today. We are committed to continually working to create a curriculum that reflects diversity of differences in ideas, cultures, expressions, and lived experiences. One of our guiding principles is that embracing and celebrating these differences enriches our students' lives and makes them more likely to actively participate in the correction of persistent injustices.

We encourage our students, faculty, and staff to develop themselves as individuals: to think independently, to be creative and enterprising, to be hard working and resilient. We also ask them to be open to hearing other points of view, be kind and compassionate, and be engaged members of our community.

The work in this area is ongoing. We are committed to constantly growing and learning from mistakes and from each other to truly make our school and greater community, a place of welcome, acceptance, and celebration. We acknowledge the important and powerful role that education has in teaching students how to correct injustices and how to do our part as individuals, a school, and a community.

Our goal is to create a culture of inclusion, trust, respect, belonging, and authenticity. We hold the following to be guiding principles:

- The lives of Black, Indigenous, and other people of color, those in the LGBTQIA+ community, and people of other marginalized identities matter.
- It is our responsibility to have a classroom and community culture that is anti-racist and free from bias, and to ensure our school policies and practices do not perpetuate or contribute to systemic racism or oppression.
- As education plays an important role in ending marginalization and oppression of minority groups, we acknowledge the important and powerful role of having diverse faculty and staff who reflect all the students in our community.

- Consistent kindness, compassion, and respect are powerful tools for accountability, repairing harm, healing, and transformation.

Waldorf Education espouses principles of respect for human dignity. Any narratives or indications made by Rudolf Steiner that are in contradiction to these principles are not the basis for Waldorf education and we unequivocally reject such statements. We support these statements from our accrediting associations:

- Association of Waldorf Schools of North America: [AWSNA Statement of Equity and Racial Justice](#)
- Waldorf Early Childhood Association of North America: [WECAN Diversity Statement](#)
- Independent School Association of the Central States: [ISACS Statement of Equity and Inclusion](#)