

# Hershey Montessori School DEIB Position Statement

*Dr. Maria Montessori, and many other scientists, espoused an educational philosophy that removes the obstacles for healthy development and that allows the student's innate energies for good to develop in accordance with their natural capacity. She wrote and observed that such an education will reveal a "new child" who is intellectually independent and emotionally drawn to contribute to moral and social conditions of their environments.*

*Hershey Montessori School has centered intentional focus on social-emotional development that expands emotional intelligence, communication skills, social leadership capacities with special emphasis on Diversity, Equity, Inclusion and Belonging (DEIB).*

*We commit to continued exploration and discussion regarding unconscious bias, racism, LGBTQ+ community, and marginalized people. As a staff and school, we have had the opportunity to delve into advancing our awareness of how we create our identity, the difference between explicit and implicit bias, how to actively practice antiracism, the different types of racism, and restorative practices to name a few.*

*We are committed to creating practices and environments that strengthen community connection, self-awareness, and to growing in social emotional intelligence so that we can be inclusive and create a place where all feel safe, represented, heard and valued.*

*Montessori is a scientific approach to the conditions necessary for optimal human development and the social processes toward the advancement of humanity. We recognize that our current social systems are out of alignment with these values. We strive to restore this integrity by intercepting the perpetuation of traumas with our values of DEIB and care for humanity. We are holding to Montessori practices of observation and questioning to catalyze the change needed for a more just society. We strive to design structures that equip us to respond to new information with a view to advancing empathy and advocacy for the needs of people who may not have voice or power.*