

## **Inclusion and Diversity Policy**

“The well-being of a community of people working together will be the greater, the less the individual claims for himself the proceeds of his work, i.e. the more of these proceeds he makes over to his fellow-workers, the more his own needs are satisfied, not out of his own work but out of the work done by others.”

Rudolf Steiner

The Camphill School is part of the worldwide Camphill Movement and is dedicated to social renewal through community building with children and youth with and without disabilities. The Camphill ideal is to engage all members of each community in meeting their own needs, as well as those of the community at large, to whatever extent their abilities allow.

At The Camphill School, we strive to bring consciousness and connection to everything we do through a tapestry of authentic relationships, holistic care, creative expression, and celebration of nature and the seasons. Life sharing is as simple as it sounds. It is sharing life. In Camphill, we make an art of this. Our shared life is one of diversity, inclusion, and belonging.

Working out of the principles of Anthroposophy, as created by Rudolf Steiner, we offer a model of renewal for the wider society. We are aware that when each individual is able to unfold their potential, he/she/they contributes to the healing of the human being, society, and earth.

We believe and actively pursue the ideology that care of the whole human being begins with the understanding that each person is whole, regardless of the physical, social, intellectual, or communication barriers faced in daily life.

Therefore, The Camphill School does not discriminate on the basis of race, age, color, creed, gender, sexual orientation, religion, national or ethnic origin, or disability.

The Camphill School aims to create an environment that encourages staff and residents to develop to their intellectual, emotional, practical and spiritual potential, thus facilitating true inclusion of all members.

We believe that everyone has much to contribute and celebrate. By striving and learning together, we can unfold our potential. Whether facing situations that develop personal responsibility and resilience or taking steps towards independence and the recognition of others' needs, we can navigate our challenges together.

We fundamentally value and respect experiences that are different from our own. We strive to provide equal opportunity to people of all races, ethnicities, religions, abilities, genders, sexual orientations, incomes, marital statuses, ages, geographic locations, experiences, political affiliations, and philosophies to participate in all levels of our Community.

We seek to foster social justice and address and dismantle racism, patriarchy, and all forms of oppression through our work. We seek to stand in solidarity with people who have been and continue to be systematically excluded from access to land, water, capital, education, organizational and political leadership, and the founding unalienable rights of the United States.

Camphill Community Life at its core seeks to respect the spirit, dignity, and freedom of every living

being, and we aim to embody this deep respect in every aspect of the work. We commit to:

- Continually listening, learning, and deepening our understanding of social justice, equity, and inclusion
- Engaging in open dialogue and collaboration
- Actively establishing and nurturing authentic relationships with people and communities practicing education, intentional community living, advocacy, therapeutic care, and other services to support all people so that we may fully and rightly participate in the world as equal contributing citizens.
- Strive to empower all people to grow, learn, and achieve together
- Creating social arrangements designed to nurture the growth and development of individuals and families separating money from work so that all community members contribute their time and skills according to their capabilities, receiving sustenance based on their needs
- Care for and heal the earth through sustainable and healthy methods of consumption, agriculture, and natural resource usage