



Diversity, Equity, and Inclusion (DEI) at Keystone Academy 北京市鼎石学校的多样性、公平性与包容性

Keystone Academy is, deliberately and by design, a diverse community. We view our diversity as a strength, and we aim to be equitable and inclusive in what we do, feel, and say – hands, heart, and head.

北京市鼎石学校是一个精心打造的多元化社区。我们认为多样性是一种优势，致力于在行动、感受及言论方面以我们所做、所想、所思践行公平与包容。

Our five shared values, compassion, justice, respect, wisdom, and honesty (ren, yi, li, zhi, and xin) constitute the compass that gives direction to all that we do and the decisions that we make. These, taken together and allied to our Keystone Mission, lead us naturally to valuing and embracing diversity, equity, and inclusion. Our schoolwide policies reflect this, and all our decisions are taken within this context.

我们的五项共同价值观：仁、义、礼、智、信，是指导我们所有工作与决策的指南针。在五项共同价值观与鼎石使命的共同指引下，我们自然而然地重视并拥护多样性、公平性与包容性。学校各项政策都充分体现这一点，我们的所有决策制定都基于上述理念框架。

At Keystone, we understand **diversity** to be the presence of difference, sometimes in many ways and on multiple levels. Difference is welcomed, embraced, and celebrated by us, and seen as a way of educating ourselves to a deep level about otherness. We expect all to be interested in and respectful of different perspectives. **Equity** is the practice and process of being fair, or just, in order to make sure that difference is accepted completely and with impartiality. In striving for an equitable community, we endeavor to collaborate effectively across cultural groupings. **Inclusion** is the outcome, for those who might feel different and especially minorities of all kinds, that allows all to be welcomed and all to feel completely at home in our learning community.

在鼎石，我们认为**多样性**是指差异的存在，有时差异在多个层面、以多种方式体现。我们欢迎、接纳并珍视差异的存在，将其视为对差异性进行深度理解的一种教育方式。我们希望所有人都能有兴趣聆听并尊重不同的看法。**公平性**是指公平和公正的实践与流程，确保差异性得到全面、公正的接纳。为了建立一个公平的社区，我们努力推动跨越不同文化群体的有效协作。**包容性**则是上述两者结合的成果，让那些可能有不同感受的人（尤其是各种少数群体）能够和其他所有人一样，在鼎石这个学习型社区里感到被欢迎与接纳，建立起如同家一般的归属感。



Alongside attributes such as experience, qualifications, and skills, considerations regarding diversity, equity, and inclusion are also at the forefront of hiring and student admission decisions at Keystone Academy. With regard to admission of students, financial aid can play a significant role here. We are selective, but all who can thrive here are welcome. We strive to allow all in our community their own, distinct voices, and to create the conditions for all to feel supported and valued. In the academic learning domain, the Center for Student Development provides extensive support for individual students who need this.

在制定员工招聘及招生决策时，在考量经验、资格和技能等方面的同时，鼎石也将多样性、公平性与包容性作为首要考虑因素。鼎石的助学金项目可在招生工作中实践多样性、公平性和包容性发挥重要作用。虽然我们在招聘及招生环节中会进行严格筛选，但我们欢迎所有能在鼎石茁壮成长的人。我们力争让鼎石社区的每一位成员都能发出自己独特的声音，并创造条件让所有人都能感到被支持、被重视。在学术学习领域，学校的学生发展中心将为有需要的学生提供广泛的支持。

We encourage the open sharing of concerns and complaints when we fall short of our DEI ideals.

我们鼓励社区成员提出学校在多样性、公平性与包容性上做的不足之处，开诚布公地分享自己的意见和建议。

Where and when appropriate, we will provide anti-bias training.

我们会适时提供反偏见培训。

Our DEI philosophy and practices are in harmony with the constitution and the laws of China.

我们在多样性、公平性与包容性方面的理念与实践基于中国的宪法和法律，并符合其精神。

DEI philosophy and practices at Keystone are reviewed regularly.

我们会定期回顾鼎石的多样性、公平性与包容性理念与实践。