



Dear Waldorf School of Louisville community,

The Waldorf School of Louisville's (WSL) mission is to guide our students on a path of inner-development toward a sense of responsibility, and freedom to unfold as human beings. We nurture the unique gifts of each child by providing an environment with an integrated curriculum fostering academic and artistic excellence.

Since its founding, WSL has prioritized an inclusive model so we can provide a Waldorf education that welcomes and honors a diverse community. Our Faculty continues to look for ways to acknowledge, model and celebrate diversity in our classrooms and the WSL community. And yet, we recognize there is still a lot of work to do to create a community in which equitable and inclusive practices and policies are evident, and the dignity of each human being is able to shine.

In 2016 we became fully accredited members of the Association of Waldorf Schools of North America (AWSNA). Along with the larger Waldorf community, WSL adopted the [AWSNA Principles for Waldorf Schools](#) as a basis of agreement for what it means to be a Waldorf school in North America in the first half of the 21st century. Principle #2 reads as follows:

Waldorf Schools Foster Social Renewal by Cultivating Human Capacities in Service to the Individual and Society: *Waldorf schools foster development so that, throughout life, individuals are motivated to serve humanity with strength of will, depth of feeling, clarity of thought, and the ability to work with others. The educational program is designed to strengthen these fundamental human capacities in our students.*

As the WSL Teaching and Administrative Faculty grapple with an expanding awareness of systems of oppression, especially in the United States, this principle provides us not only with a foundation, but also a guidepost - at the heart of which is an understanding that the social mission of Waldorf education can only be attained when equity and love are centered in every aspect of our work.

Over the past few months, the Teaching and Administrative Faculty, along with the Board of Trustees, have been discussing how we can strengthen WSL's mission and engage our community with equity and inclusion in mind. We have been revising, elevating, and accelerating our strategic priorities, developed in the 2018 school year, as they relate to diversity, equity, and inclusion (DEI). We recognize this work is only just beginning, and that it will continue to evolve as we deepen our understanding of what is needed for the future.

WSL would like to share the Action Steps we've taken, along with the strategic plan for our future work, that will allow us to build the equitable and inclusive WSL community that is so inherent to our mission.

WSL's Action Steps:

Formed a Diversity, Equity and Inclusion Committee (DEI) to spearhead this crucial work at WSL and to connect with the greater Waldorf community about how to integrate DEI work into our best practices.

Completed an initial DEI audit of WSL's Administrative, Pedagogical and Board policy and procedures to establish a starting point and create an action plan.

Reviewing and revising our mission, vision, and values to ensure that racial justice, equity, and inclusion are an intricate part of our work.

Diversifying our curriculum offerings including story content, artistic imagery, festival life, imaginary play offerings to create a more inclusive and multicultural experience for all students.



Inviting parents and community members to share festivals, stories and food important to their home and cultural experiences, and to provide a welcoming space for all children congruent with our picture of child development.

Providing Professional Development Training for Faculty including Early Childhood WECAN conferences, “Toward a Kinder, More Compassionate Society” with the understanding that education is fundamental to change.

Re-envisioning our Enrollment and Development Strategic Plans to offer Waldorf Education to a more diverse population.

Strategic Steps Forward:

Engage the WSL community in our DEI work.

Reimagine Waldorf pedagogy by examining both Rudolf Steiner’s indications and educational ideas that have manifested as white-centric pedagogical practices and curriculum in support of pedagogical innovation for racial and social justice.

Reconcile the narrative of Rudolf Steiner’s writings in relation to race and ethnicity in order to redress any dehumanizing aspects of our history and foundation that are in conflict with our values and social mission.

Engage in equity and inclusion DEI curriculum research in order to further our understanding and practices that support racial and social equity and justice.

Expand Black, Indigenous and People of Color (BIPOC) and diversity representation in WSL and collaborative circles so we are better able to fulfill the social mission of Waldorf education by ensuring voices of color are included in crafting strategy and driving action.

Attend listening forums to expand our knowledge and understanding of the experiences of BIPOC, and LGBTQ+ people in Waldorf schools and institutes so we can better understand what changes are needed and take actions to address those needs.

We recognize that we have a great deal of important work to do as Waldorf educators. We also recognize our best chance to succeed in addressing systemic inequity is to meet the challenges as a community, united in our commitment.

We also understand that to change thinking requires deep inner work and a radical reorientation. Only through spiritual striving and love can we ensure outer transformation. There is no quick fix.

We hope you will join us as we move forward in fulfillment of the mission of Waldorf education where equitable and inclusive practices and policies are evident, and the dignity of each human being shines through our work.

On behalf of the Teaching and Administrative Faculty, and the Board of Trustees,