





Shorecrest | Be More

***Diversity, Equity,
and Inclusion
Work of an
Independent
School***

Presentation Agenda

- *Introduction Activity*
- *Video for discussion*
- *Why, What, When & How*
- *Brave Questions and Honest Answers*

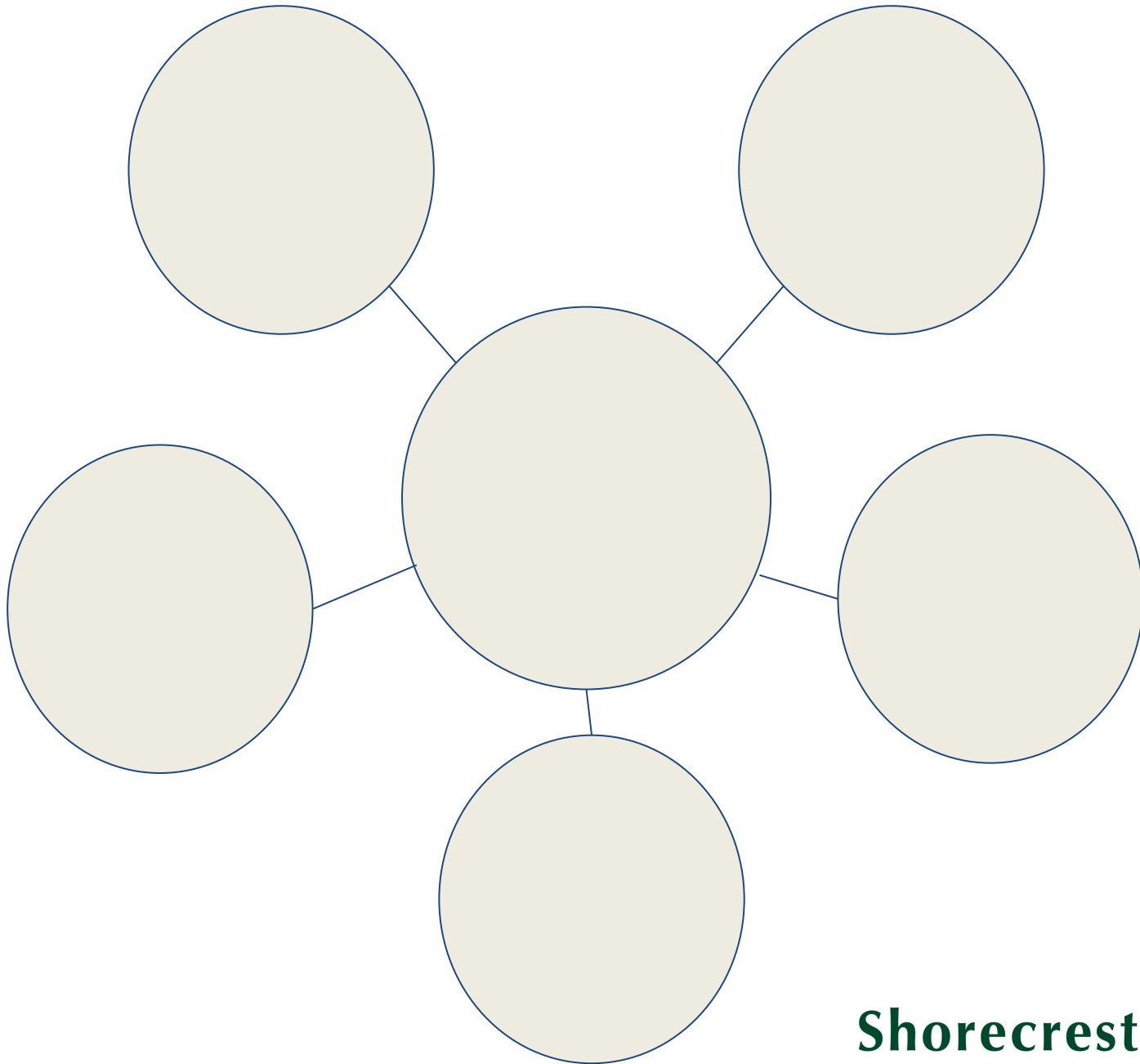
Community Norms

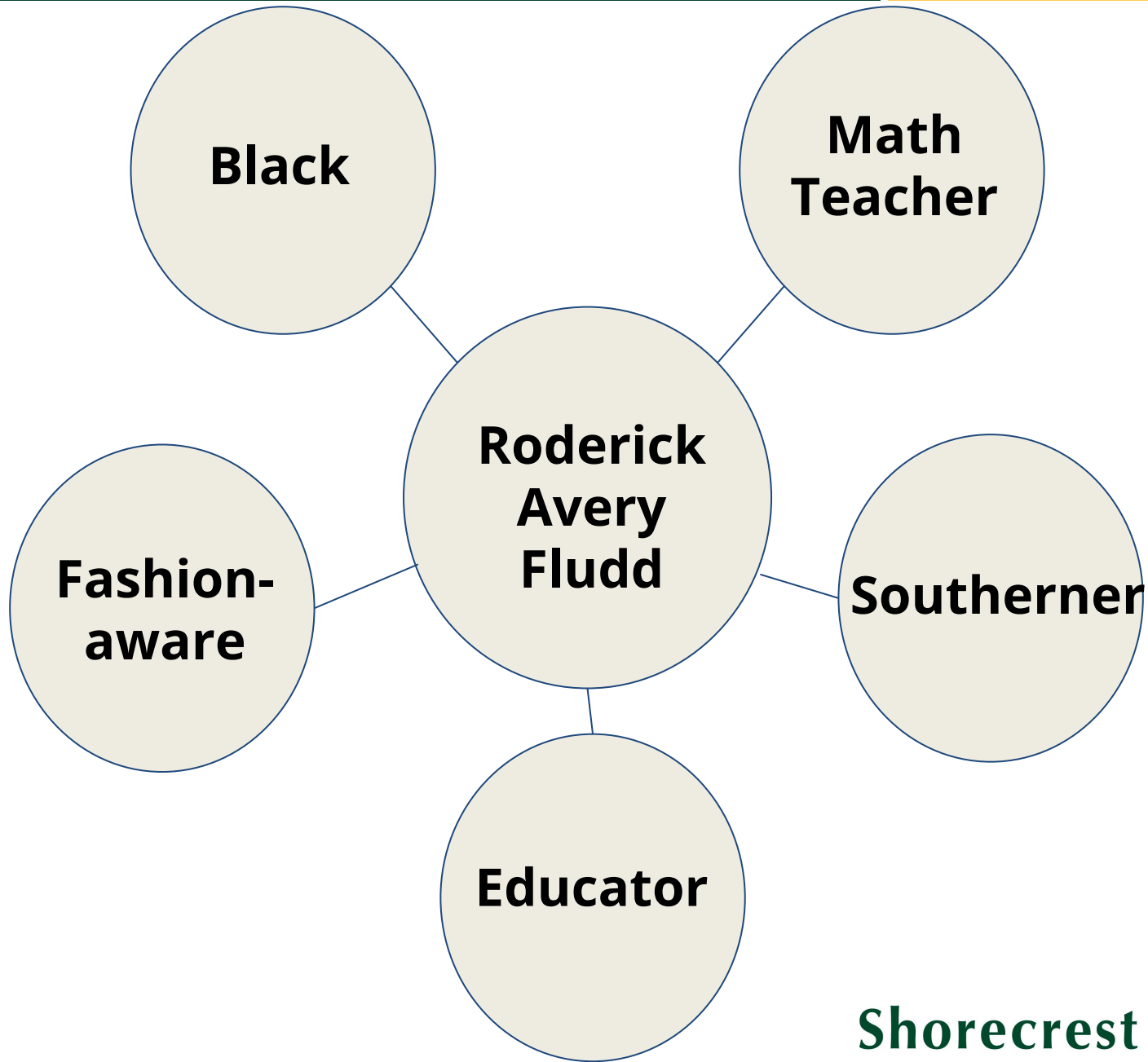
- **Stay Engaged**
- **Listen for Understanding**
- **Speak Your Truth**
- **Experience Discomfort**
- **Expect and Accept Non-closure**

Identity Circles

Directions:

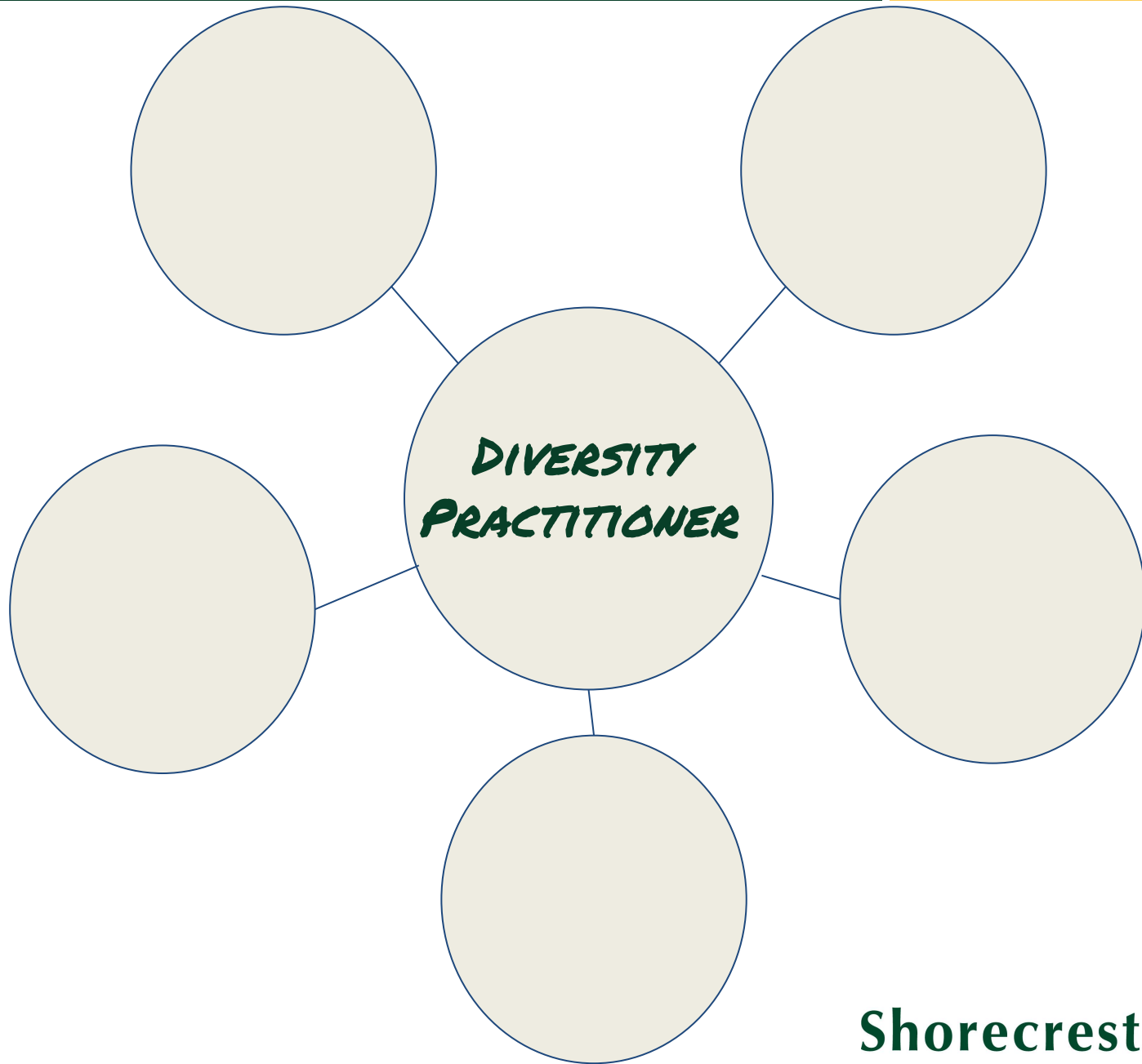
1. Write your name in the center circle.
2. In the surrounding circles, list your most salient group, role, and/or personal identifiers. (Only **ONE** identifier per circle)
3. You will have 3 minutes to fill in your circles. (Listen for the duck!)





- **From Columbia, South Carolina**
 - Population 135,000 (County about 415,000)
 - 16 Public High Schools
 - WJ Keenan High School (225 classmates)
- **South Carolina State University (HBCU)**
 - BS in Applied Mathematics
 - Marching 101 Band (Thunder Bros. Inc.) (KKPsi, PMA Sinfonian)
- **US Army**
 - Battalion Legal Specialist (71D)
 - 3rd Infantry, 92nd Engineering Battalion
 - Final discharge September 9, 2001
- **Manhattanville College**
 - M.Ed. in Educational Studies (Mathematics Curriculum and Diversity Education)
- **Educational Experience**
 - Teaching for over 20 years (Math from 4th grade to AP Calc)
 - SC Public Schools (Middle and High)
 - Brentwood School (CA), Greenwich Country Day School (CT)

Your School Community



CONFIDENT GOOD-LISTENER ENTHUSIASTIC

OUTGOING RESOURCEFUL RATIONAL

OPEN-MINDED COURAGEOUS INSIGHTFUL

EASY-GOING HONEST DIRECT HUMOROUS

ADAPTABLE LOGICAL THOUGHTFUL PASSIONATE

SARCASTIC CHILD-CENTERED LIKABLE

CULTURALLY-AWARE KNOWLEDGEABLE

BLACK(SPECIFICALLY A POC) FRIENDLY FUN

CONSIDERATE INCLUSIVE

Race is a complex culturally and historically ingrained social, political, economic power construct that unifies and divides groups of people, generally by appearance.

(Created and submitted by the Shorecrest Preparatory School Leadership Team on October 19, 2018)



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*What did you
HEAR, LEARN, or
SEE?*

Why does Shorecrest have a Director of Diversity and Inclusion?

***This is now a
“Brave Space”***



KEY & PEELE

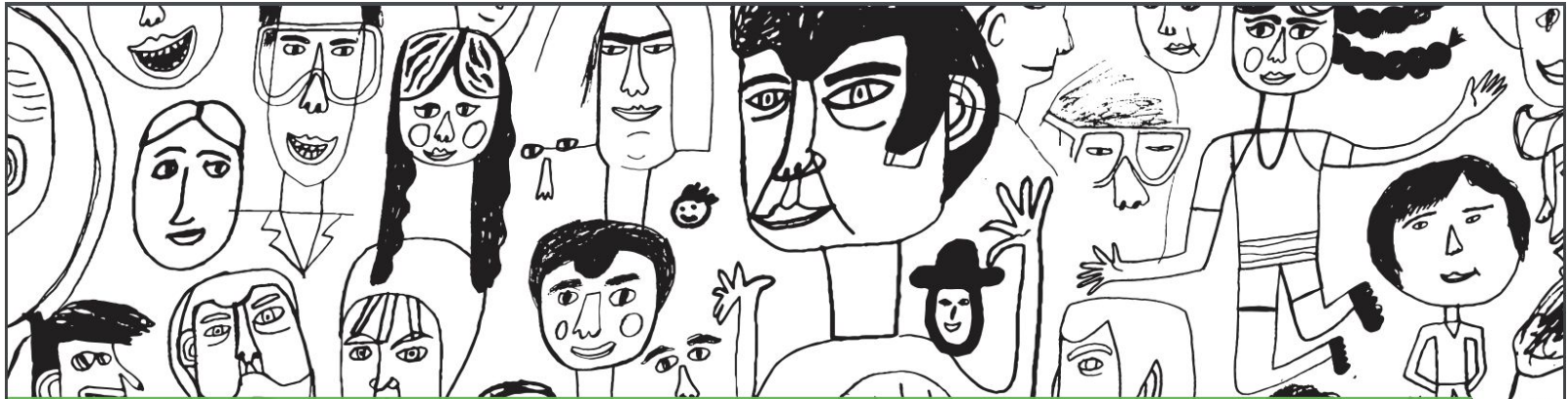
Closing thoughts

What messages do you feel you received from the activities we have done today?

How do/can these apply to your schools?

How do/can these apply to your lives outside of the school?

Summer Professional Development



**Identity.
Otherness.
Open Conversation in Brave Spaces.**

Equity and Inclusion in Florida Independent Schools

June 8-11, 2020
St. Petersburg, FL

Register by February 1 and save.
[TeachLearnInnovate.org](https://www.TeachLearnInnovate.org)



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Summer Professional Development

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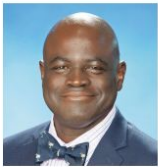
For more info and to register visit

TeachLearnInnovate.org

Join us for a 4-day intensive workshop of engaging work that will change the way you see the world, your country, your state, and even yourself.

This course is designed to augment and enhance the experience of individuals who work within the fields of diversity, equity and inclusion (DEI) in independent schools. Engage in hands-on exploration of:

- **Diversity and inclusion** as more than appearance. Incorporating diversity of thought, diversity of access, and diversity of experience into your conversations.
- **Creating global leaders** with an understanding of their own identity and an appreciation for the identities of others.
- **Developing the ability to see the world** through a lens contradictory to our own.



Workshop Leader
Roderick Avery Fludd
*Director of Diversity and Inclusion,
Shorecrest Preparatory School*



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“Death is not the worst thing that can happen to you. Living a worthless and useless life is much worse than dying.”

- Jane Elliot