



ST. GEORGE'S  
SCHOOL

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*“St. George’s has attempted to build a community where all members, from various cultures and experiences, feel valued and at home. But this is not enough. We acknowledge that these efforts are just a start, and as a community we must do more. Therefore, we are committed to ongoing action.”*

*—Head of School Alixe Callen, June 2020*

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## **Diversity, Equity, and Inclusion Action Plan**

We pledge to:

- Enact the goals laid out in our Diversity, Equity, and Inclusion Strategic Plan, including hiring more faculty of color; requiring ongoing anti-bias training for our faculty, staff, administrators, and trustees; delivering additional curricula for students that grows their cultural competency skills; and providing our extended SG community with opportunities to increase their cross-cultural understanding and build relationships with people different from themselves.
- Listen to and value the lived experiences and truths of our students, alumni, and community members to cultivate a community of reflection and dialogue that works collaboratively to create strategies to support and protect under-represented identities.
- Audit our curriculum to promote multicultural and anti-racist literacy; to guarantee representation of Black authors, researchers, and academics; and to develop understanding around racial inequalities, systemic injustice, and the social causes and effects of racism.
- Review our student handbook, The Shield, to confirm that racist behavior is unequivocally banned by the school and that there are specific procedures in place to address any such incidents and that all school policies support and protect under represented identities.
- Hire counselors, health center staff, and other student-support faculty who are specifically trained and prepared to help maintain the positive health and wellbeing of students of color and their lived experiences, as well as to navigate the challenges of a predominantly white school and world. In addition, we will assist the existing staff in growing and broadening their cross-cultural competency to better support all students.
- Expand our anti-bias training for new faculty, staff, and students to ensure that all community members practice inclusion, cultural understanding, and empathy across differences.
- Provide explicit training for all of our teachers to ensure that each is equipped with the skills necessary to effectively facilitate discussions about race and racism.
- Update our Diversity Vision Statement, which was originally written in 2007, to reflect our commitment to anti-racism and to fighting systemic injustice, and bigotry in all forms.