

Diversity, Equity and Inclusion Initiatives:

Momentum around our efforts has been building over the summer. While there is much work ahead, we are proud to announce several initiatives:

- The Board of Trustees and Administration approved a Strategic Plan last May which includes diversity, equity and inclusion within the student experience and they continue to work hard to develop the many tactics necessary to achieve this goal.
- In conjunction with the Board of Trustees and Administration, the Academic Council and Department Heads continue their review of the overall curriculum as part of the work on the 2020-25 Strategic Plan.
- We established Multicultural Leadership Teams on all four campuses to begin meeting this school year.
- We are exploring avenues to increase financial aid giving that will promote diversity, equity and inclusion by working with new and existing donors.
- Director of Diversity, Equity and Inclusion Twyla Ashman, along with other teachers and administrators, has continued work that has been underway at Bolles for some time, including:
 - The creation of a DEI Task Force with representatives from all campuses.
 - A review of the School's Parent-Student Handbook, with a focus on campus language guidelines.
 - Faculty and staff will continue to do professional development work with Dr. Derrick Gay.
 - Providing a list of resources for faculty, staff and parents to build inclusion and awareness competencies.
 - Ongoing training for faculty and staff on identifying and overcoming implicit bias.
- Offering a new African-American Literature class on the Bolles Upper School San Jose Campus for the 2020-21 school year.
- The Bolles Parent Association formed a new group called “Parents for Positive Change.” This group has shared resources, direction and information to help foster conversation around the student experience at Bolles. They already have begun sharing information in the weekly global emails and are planning for additional opportunities this fall.
- The School is conducting important diversity and inclusion Zoom forums to discuss ways to encourage connectedness and a more inclusive community.