



# Diversity, Equity, Inclusion & Community

*Making Us Stronger*

Gill St. Bernard's School

## **Diversity, Equity, Inclusion and Community (DEIC) Action Plan**

In response to the continuing racial heartache that is befalling our nation, Gill St. Bernard's School openly embraces and accepts its responsibility for resetting curriculum, programs, policies, and practices as the basis for long-term, comprehensive, and sustainable change. In collaboration with the broader GSB community, including students, parents, faculty, staff, alumni, senior administration and the board of trustees, we are intentionally listening to and learning from all voices, including those who have been marginalized and often unheard. Aligned with the school's [2019-2024 Strategic Plan](#), we created the following ***Diversity, Equity, Inclusion and Community (DEIC) Action Plan*** to serve as a guiding framework for improving and enhancing the racial, ethnic, and multicultural climate in our school and in creating an authentically inclusive anti-racist community.

**Goal:** To reinforce GSB's commitment to community, diversity, equity and inclusion.

# Phase I: COMMUNITY ENGAGEMENT

Immediate Action-To be completed by September 2020

**GOAL: Community Building through connecting and engaging with others through dialogue on exploring issues of race, bias, and privilege.**

- **Faculty/Staff Diversity Dialogues**
  - Two sessions for faculty and staff – June 2<sup>nd</sup> and June 5<sup>th</sup>.
  - Create an affinity group for Faculty/Staff of Color.
- **Student conversations** – Facilitated by Emily Haberman, Upper School Counselor
  - Session I: open to all Upper School students – June 4<sup>th</sup>.
  - Session II: affinity space for students who identify as Black/African American and Latinx. Guest counselor: Tanisha Christie - June 10<sup>th</sup>.
- **Parent Conversations**
  - **Community Through Conversation** – June 10<sup>th</sup>
    - Host two sessions: LS/MS and US.
  - **Black/African American and Latinx family conversation** – June 9<sup>th</sup>
    - Establish affinity group for parents who identify as Black/African American and Latinx.
    - Establish affinity group for students across divisions.
- **Alumni Conversations**
  - **Conversation with Alumni of Color** – June 11<sup>th</sup>
    - Establish Alumni of Color network/support.
  - **Alumni Dialogue**
    - Host two sessions: June 15<sup>th</sup> and 16<sup>th</sup>.
- **Cross-community Conversations**
  - Host series of forums to engage in dialogue across constituencies (Quarterly 2020).
- **DEI Community Standard**
  - Adopt DEI community standards that articulate GSB's commitment to continuously build an inclusive community open to a multitude of perspectives (Summer 2020).
  - Revise the Senior Pledge to incorporate elements of the community standards.
  - Develop a pledge for all GSB students.

**GOAL: Professional development for senior administration, faculty, and staff to improve and enhance the racial, ethnic, and multicultural climate in our school.**

- Provide professional development primer for all three divisions focused on race and cultural identity for personal and professional growth. (June 2020)
- Examine current curriculum in all three divisions and develop a plan to integrate more Black/African American and Latinx books, texts, experiences, and history.

**PHASE I cont.**

- Require DEI-focused professional development for all lower and middle school faculty. (July 2020)
- Provide all-school professional development workshop focused on cultural identity, bias, and privilege. Guest speaker: Elizabeth Williams Riley, American Conference on Diversity (August 2020)
- Map out multidimensional, sustained professional learning experiences for teachers, counselors, staff members, and administrators. (September 2020)
- Community read and discussion: “Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do,” by Jennifer L. Eberhardt. (Summer 2020)
- Senior Administrator summer read and discussion: “Transforming the Elite: Black Students and the Desegregation of Private Schools,” by Michelle Purdy, followed by a Q&A with the author. (August 2020)

**GOAL: Utilize Home Winds Farm campus for academic and service programs that bring diverse and inclusive experiences to GSB and the surrounding community.**

- GSB /Home Winds Campus Land Acknowledgement
  - With a 208-acre campus that includes an educational farm, we will research and develop a statement acknowledging the traditional Indigenous inhabitants, the Lenni Lenape, of the land where the GSB campus is located. This research will be integrated in the curriculum. (Summer 2020)
  - Lynn Prosen is leading the research for this initiative.

**GOAL: Expand access to GSB with the goal of achieving the broadest possible diversity.**

- Create a cross-divisional network for current and incoming students and families who are African American/Black and Latinx.
- Expand Office of Diversity, Equity and Inclusion
  - Fund three Equity & Inclusion Liaisons to provide academic and social support to students and families in the Middle and Lower School divisions.
  - Hire Assistant Director of Diversity, Equity and Inclusion to support the school’s DEIC efforts, including participating in student life, student recruitment and retention, and curriculum. The Assistant Director will also teach two classes in the Upper School.

**GOAL: Communicate DEI Action Plan to the broader GSB community. (Summer 2020)**

- On GSB website, create a visible and accessible location for all DEIC work highlighting the DEIC Action Plan and progress made with each goal.
- Provide monthly e-blast to parents, students, faculty/staff, and alumni with updates on goals met.

## Phase II: CURRICULUM AND PHILOSOPHY

Completed by June 2021

### **GOAL: Expand the curriculum with a global and multicultural focus within and across divisions.**

- Augment and expand courses, programs and activities that support Black/African American and Latinx students academically, socially, and emotionally.
- By division, expand cultural recognitions that align with national heritage months.
- Create a budget to annually fund participation of representative faculty and staff members to the NAIS People of Color Conference.

### **GOAL: Provide resources to ensure all GSB students and families can fully participate in the life of the school.**

- Establish a network for Black/African American/Latinx alumni to connect, share resources, and provide support to each other and current students and families.
- Establish affinity group for parents of color and parents of students of color.
- Establish affinity group for students of color that will connect students across all three divisions.
- Establish parent diversity committee within the Parents Association.

### **GOAL: Ensure that all GSB students have an equitable opportunity to thrive both academically and socially.**

- Reinforce support within US and MS for NJ SEEDS students as they enter GSB.
- Retain a LCSW counselor who is a person of color to support students in the middle and upper school.
- For Middle and Upper School divisions, support student dialogues across experiences and perspectives through student forums, town halls, and advisory.
- Support student attendance at the NAIS Student Diversity Leadership Conference (SDLC,) as well as student diversity conferences that are held locally and regionally.
- Establish and communicate a clear system for reporting and investigating incidents of bias, discrimination, or racism.
- Reevaluate the disciplinary process for incidents of bias, discrimination, or racism and communicate disciplinary actions that include restorative resolutions, suspension, or dismissal from school.

### **GOAL: GSB to host a Middle School Diversity, Equity and Inclusion conference for area Middle School students in grades 7-8.**

### **GOAL: Articulate and communicate our curriculum and philosophy in this area to the broader community.**

- Task the Equity & Inclusion Committee to administer a school-wide climate survey. The results will help to establish future benchmark goals for diversity, equity, and inclusion. (September 2020)

### **GOAL: Engage Board of Trustees in DEIC development and accountability**

- Attract more trustees who represent a broad diversity of perspectives, experiences, and cultural identities.
- Establish Board committee focused on DEIC to oversee and ensure accountability of the integration of the action plan in our community.
- Provide DEIC professional development to all members of the board, including workshops, presentations, and book discussions.

## Phase III: PROFESSIONAL DEVELOPMENT AND SUSTAINABILITY

Completed by June 2022

**GOAL: Attract, develop, and retain dynamic and high-performing faculty and staff who embrace GSB's mission and core values and who bring diverse and inclusive experiences, perspectives, and insights to their roles.**

- Hire faculty and staff of color as a priority. Specifically, increase the representation of faculty of color in all three divisions.

**GOAL: Expand and strengthen GSB's commitment to Global and Experiential Education so that its academic programs cultivate the skills, attitudes, and knowledge necessary for students to be engaged and culturally aware.**

- Expand graduation requirements to include one semester course credit focused on racial identity, culturally diverse perspectives, and/or social justice.
- Expand opportunities for students to immerse themselves in cultures and experiences that inform and enhance their academic studies.
- Support the development of course offerings that connect to cross-cultural perspectives, innovative pedagogy, and research.

**GOAL: Across divisions and departments, align professional expectations for anti-bias professional development to annual performance evaluations.**

**GOAL: Expand partnerships with community organizations to include ongoing, sustainable educational programs and connections.**

**GOAL: Conduct a climate survey to provide qualitative data to use as a measurement of progress and as a guide to identify next steps and goals.**

For more information, contact Director of Diversity, Equity and Inclusion  
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