



September 29, 2020

Dear Episcopal Collegiate School Community,

As co-chairs of the Board-driven Diversity and Inclusion Task Force, we are writing to share some exciting news. Episcopal Collegiate School has partnered with [Dr. Derrick Gay](#), an internationally recognized adviser on diversity and inclusion work, to support our internal efforts to build a more diverse, inclusive, and equitable School community. Dr. Gay is a highly-sought-after educator and speaker. In addition to serving as a content advisor for *Sesame Street*, Dr. Gay has been featured in *The New York Times*, *The Washington Post*, *60 Minutes*, *PBS*, and *NPR*. He has over 20 years of experience working with independent schools, and specializes in helping institutions lay a foundation to carry on this work for years to come.

During the 2020-21 school year, Dr. Gay will work with the Board of Trustees, Senior Administration, the Diversity and Inclusion Task Force, and the Diversity Councils on a number of initiatives. He will start by leading custom workshops for students, faculty, parents, and alumni to build awareness, cultivate a shared vision, and develop a common language around diversity. Dr. Gay will also conduct a comprehensive climate assessment, including surveys and focus groups. Analysis from this assessment will be used to inform changes we need to make as a School to ensure that each member of our community feels valued and embraced.

Dr. Gay will work closely with the Diversity and Inclusion Task Force. As you may recall, the Board of Trustees voted this summer to form a Task Force to "...identify measurable short- and long-term objectives that will shape a permanent Diversity and Inclusion Program." We are pleased to announce the members of Episcopal Collegiate School's Diversity and Inclusion Task Force: Martene Campbell, Tom Charlton, Rita Chowdhury, Sheire Coleman, Natalie Griffin, Karen Henery, Janee Jones-Lankford, Jeanne Joyner, Muzala Kawatu, Olivia Moore, John Michael Murphy, David Perkinson, Debbie Pettibone, Jada Shorter, Joan Strauss, and Jonathan Q Warren. Our Diversity and Inclusion Task Force is made up of elected representatives from the student, parent, faculty, and alumni Diversity Councils, as well as representatives of the Episcopal community, the Board of Trustees, and the school administration.

We held our inaugural Task Force meeting earlier this month, and we anticipate many more productive meetings throughout this school year. We are grateful to each member of the Task Force for their dedication to Episcopal Collegiate School and to helping our community live out its mission through this work. We also want to thank the students, parents, alumni, and faculty who are participating in the Diversity Councils.

For more information about the Diversity and Inclusion Task Force, the Diversity Councils, or Dr. Gay, please refer to our new [Diversity and Inclusion webpage](#) on the Episcopal Collegiate website. We are looking forward to learning and growing together as a School community in the coming weeks and months. Please let us know if you have any questions.

Our best,

Dr. Chris Jones and Ms. Lizzie Phillips