



Notre Dame's Commitment to Diversity, Equity and Inclusion for the 2020-2021 Academic Year and Beyond

OUR 10-STEP ACTION PLAN INCLUDES, BUT IS NOT LIMITED TO, THE FOLLOWING STEPS:

1

The appointment of Mrs. Tina Williams as Director of Diversity, Equity and Inclusion

Dr. Judith Dwyer, Head of School, appointed Mrs. Tina Williams as Director of Diversity, Equity and Inclusion, effective July 1, 2020. Since her arrival, Mrs. Williams has:

- ▶ Become an active member of PIAA / Independent Schools network of Diversity, Equity and Inclusion Practitioners that meets bi-weekly
- ▶ Established a DEI committee comprised of ND Faculty and Staff
- ▶ Established a partnership with the Radnor Police Department
- ▶ Joined the school Curriculum Committee Team that meets monthly

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A comprehensive review of curriculum to ensure it incorporates the richness of diverse cultures and races across all disciplines and for all students.

In July 2020, Notre Dame began a two-year partnership with Sage Wellness Group, a national consulting firm owned by Dr. Tara Doaty, CEO and Lead Consultant. Dr. Doaty and her staff will lead a comprehensive review across all disciplines and grade levels.

3

Ensure our updated curriculum addresses the experiences of people of color in an effort to equip students to identify and combat systemic oppression and racism.

Sage Wellness Group will support the Academy of Notre Dame de Namur in reviewing current curriculum and developing curricula that highlights diverse representation and inclusion. Dr. Doaty is currently scheduling meetings with Upper and Middle School Directors and Department Chairs to assist with this curricular review. Dr. Doaty is also leading quarterly workshops for ND students, who are grouped by age for these sessions.

4

Provide development opportunities and training for faculty and staff concerning key topics within diversity, equity and inclusion in order to equip and support them in discussing these topics in the classroom.

In August 2020, Sage Wellness Group began ongoing professional development for faculty and staff. Monthly workshops will be implemented to facilitate the use of a social-emotional lens to discuss ways to create equitable and anti-racist classroom environments.

5

Provide the faculty and staff with training in anti-racist pedagogies.

In August 2020, Sage Wellness Group completed professional development and keynote for faculty and staff. This keynote effectively addressed and identified how implicit bias occurs. Additionally, faculty and staff gained the knowledge and important skills needed to create safe, responsive, and inclusive learning environments. Ongoing professional development with faculty, staff, as well as education for students will continue quarterly in 2020-2021.

6

A comprehensive review of the Academy's Honor Code and Student Handbook to ensure they address racist behavior and outline specific consequences for any and all violations.

In the summer of 2020, key members of the Administration including Dr. Willis, Mrs. Kim Burke, and Mrs. Bridget Bonner worked on and completed updates to the Honor Code and Student Handbook. Additionally, updates were made to the Faculty and Staff Handbook. Specifically, there was a keen emphasis placed on language and consequences for words or actions that violate our Mission and Hallmarks.

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Continue to add resources for students of color including the establishment of Alumnae mentorship opportunities with current Notre Dame students.

- ▶ The Offices of Alumnae Relations and DEI have teamed up to lay the foundational work of the Alumnae Mentorship Program, which will be implemented in 2021.
- ▶ Mrs. Tina Williams, DEI Director, sent out a survey to Alumnae on August 8, 2020 to collect data, gather information, and garner interest in the Alumnae Mentorship Program.
- ▶ Data results from survey:
 - 2414 Alumna with active, valid email addresses received the email survey on August 13 and again on August 31 via the Alumnae Newsletter
 - 1310 Alumna opened the email / viewed the survey
 - 291 Alumna completed the survey that closed on September 13, 2020
 - 166 Alumna indicated they are willing to participate in the mentorship program
 - 20 Alumnae of color responded "yes" to becoming a mentor. This number is significant because it allows a one-to-one mentorship with Alumnae and students of color.
- ▶ Mrs. Tina Williams, DEI Director, has committed to developing strong relationships with Alumnae, personally responding to all 291 Alumna who completed the survey.
- ▶ Mrs. Tina Williams will present to Alumnae at the October Alumnae Association Meeting via zoom. An update on her work, along with a Q & A can be expected at the meeting.

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Continue to expand the diversity of faculty, staff and students with a particular focus on people of color. We are committed to continuing our work to meet specific benchmarks for diversity as outlined in our Strategic Plan and PAIS (Pennsylvania Association of Independent Schools) accreditation report.

- ▶ In August 2020, Notre Dame hired two additional employees of color and will continue to make efforts in hiring diverse faculty and staff members.
- ▶ The Offices of DEI, Admissions and Advancement will team up and help expand the recruitment of students of color.

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All Notre Dame Board of Trustees' meetings will include a review of Diversity, Equity and Inclusion issues.

Mrs. Tina Williams, DEI Director, will present a report and answer questions regarding DEI initiatives and long-term goals at the October 6, 2020 Board of Trustees' Meeting.

10

Notre Dame's Parents' Association commits to engagement with us on issues of Diversity, Equity and Inclusion as well as parent education.

Mrs. Tina Williams, DEI Director, and Paula Gaughan, Parent Liaison, have met and will work together on initiatives, such as the multicultural cookbook.