



# Facing Forward

AN UPDATE ON THE PLAN FOR DIVERSITY, EQUITY AND INCLUSION FOR PRINCETON DAY SCHOOL

More than a month has passed since our return to campus. The familiarity of connecting with colleagues, students, staff, etc., is a welcomed break from the quasi-solitude of the last few months. This returned sense of familiarity is challenged by new energy, a new buzz of constant hand sanitizing, one-way hallways, momentary confusion, and the rhythmic chimes of students calling in to the DTENS. That aside, the focus and commitment to teaching and learning has increased. Our faculty and staff have outdone themselves in ways that are difficult to put into words. Forever essential, they continue to be the heroes of our community.

Despite all that is going on, we press forward with our commitment to our call to action. This communication is to provide you with an update on where we are with “Facing Forward,” our multi-year strategic plan for DEI work here at Princeton Day School. As communicated in previous emails, letters, and videos, transparency is key. Although this list is by no means exhaustive, we do feel that it’s important to inform you of where we are and what we’ve been doing since the reopening of campus in September.

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*Head of School*

**Anthony McKinley**  
*Director of Diversity,  
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**Dr. Diana Artis**  
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# Work to Date

## **TASK FORCES:**

All working groups have been populated with members and chairs, totaling over 50 selfless members of our community. Chairs meet with Dr. Artis and Mr. Stellato twice a month, while scheduling their own meetings with the members of their respective groups. We've also scheduled three official training sessions focused on DEI skill development, two of which have already taken place. The last one is scheduled for October 22nd.

## **FOCUS GROUPS:**

All racial/ethnic focus groups for parents, faculty, staff, alumni, and Upper School students have been completed by Dr. Artis.

## **STUDENT AFFINITY GROUPS:**

A hold has been put on all affinity groups due to the feedback received by members of the community. Dr. Artis and Mr. McKinley have met with the faculty leaders of all affinity groups to discuss common experiences, language, training (for adult facilitators), and a feedback survey for the students. The data from the survey will guide our next steps.

## **FACULTY/STAFF AFFINITY GROUPS:**

We created five faculty/staff affinity groups:

1. Building Antiracist White Educators (BARWE)
2. White Consciousness Group
3. Latinx and Hispan@Faculty and Staff Affinity Group (LHFSA)
4. Black Faculty and Staff Affinity Group
5. APIDA Faculty group

## **DEPARTMENT CHAIRS:**

The first round of a series of meetings with department chairs have been scheduled and completed. The goal was to listen, discuss areas of confidence, need for support, and specific DEI-focused goals. The feedback collected will guide the next steps.

## **WORKSHOPS:**

### **FACULTY AND STUDENTS**

Two DEI-focused workshops took place during opening days for new faculty and returning faculty. Both focused on identifying race, the importance of working on the self, recognizing anxiety in the body, sharing personal narratives on when we first became aware of our racial identities, and how race shows up at Princeton Day School.

We also facilitated DEI workshops on race and identity with our ninth-grade class. Additionally, 10 Middle School seventh and eighth graders had the opportunity to attend the Middle School Equity and Inclusion Summit with keynote speaker Dr. Rodney Glasgow, head of Sandy Springs Friends School on October 15th via Zoom.

### **PARENTS**

Two book clubs and one webinar were created and began the week of October 5th. The book clubs focused on race, while the webinar focused on religious discrimination.

Series One - *Raising White Kids: Bringing Up Children in a Racially Unjust America* - Jennifer Harvey.

Series Two - *I'm Still Here: Black Dignity in a World Made for Whiteness* - Austin Channing Brown.

Series Three - Religious and Cultural Discrimination - We will begin with a discussion of anti-semitism and then will then consider other forms of religious/cultural discrimination that is experienced by non-Christians living in the U.S.

### **BOARD OF TRUSTEES**

The first step of the training, a climate survey created by Dr. Artis, was completed by members of the Board. The data collected will guide the next steps for the Board of Trustees.

## **PROGRAMS/POLICY:**

We created and organized multi-divisional celebrations of Latinx Heritage Month to honor members of our community who identify as Hispanic or Latinx. Also, regarding school-wide policy, both Diwali and Eid al-Fitr were added to our list of religious observances that fall under “nothing due” days, preventing our students from choosing between honoring their faiths and completing school work.

## **COMMUNITY MULTICULTURAL DEVELOPMENT TEAM (CMDT)**

The Community Multicultural Development Team updated its mission statement and website to more accurately reflect Princeton Day School’s commitment to DEI work. Additionally, Darling Cerna ‘13 was announced as the Upper School representative.

We’re proud of the advances that we’ve made thus far, while remaining fully aware of the amount of work that’s still to be done. Fortunately, the long road ahead is accompanied by your unwavering support and selflessness in volunteering your time and feedback. You can expect periodic updates on the progress that we continue to make as a community. Please feel free to email us with comments or concerns. Your involvement in this process remains invaluable. Here’s to change.

## **QUESTIONS OR FEEDBACK?**

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