



Facing Forward

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

November, the month most known for Thanksgiving, and less known as Native American Heritage Month, or National Gratitude Month, arrived and departed with eye-blinking speed. Our hope is that many of you were able to practice self-gratitude as an important part of the self-work that you've taken on as members of this community involved in moving it forward. We'd like to reiterate the importance of extending grace, not only to others, but to ourselves as well, for this work will force us to question, challenge, identify, and disrupt, in ways that many of us have not done before. Despite the many challenges of this unprecedented year, Princeton Day School remains unwavering in its commitment to the initiatives outlined in *Facing Forward*.

Paul Stellato
Head of School

Anthony McKinley
*Director of Diversity,
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Dr. Diana Artis
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An update on the work and changes put into place this month:

COMMUNICATIONS

An inclusive community is one that allows access for all. As a result, we have made sure that all members of our Buildings and Grounds staff now have access to Princeton Day School email accounts.

The Community and Multicultural Development Team's (CMDT) web page was updated with a tab addressing religious discrimination, specifically anti-Semitism, and a tab addressing anti-Chinese behavior. Resources were added to support both categories. Additionally, the CMDT has begun publishing an internal newsletter to keep faculty updated on relevant articles and DEI-related resources. The next issue will focus on Native American History Month. These newsletters are made possible through the ongoing partnership with our librarians.

TRAININGS

All Task Force chairs have completed the three training sessions by Dr. Artis. Each group has committed to two 90-minute meetings per month to begin completing the tasks outlined in Facing Forward. All groups will reconvene in January with an opportunity to present a progress report to members of the Leadership Team.

Dr. Artis has initiated training sessions with our 10 departments. All members will complete a series of 60-minute sessions covering topics such as "Talking about Race," "Implicit Biases," and "Anti-Semitism and Other Forms of Religious Discrimination." A review of the current curriculum will also be included.

POLICIES, PROCEDURES, AND PROGRAMS

ELECTION

Election week began with Acting Head of the Upper School Chris Rhodes explaining the Electoral College and contextualizing this election's issues for the Middle and Upper School. November 4th served as a reflection day. We asked members of our community to pause and reflect on all of the events that contributed to the historic election. The next two days were spent unpacking the election in Gatherings by grade and more intimate groups by advisory. Additionally, adult affinity groups created space for adults to gather, reflect, and process.

DIWALI

Although we were unable to gather in person for our annual Diwali celebration, CMDT organized a virtual celebration with the help of the Upper School's India Club and APIDA. A video featuring students from all three divisions was shared on the CMDT website. On November 23, India Club and APIDA leaders celebrated Diwali during an Upper School Gathering. Middle School Art Teacher Deva Watson also created a Diwali art piece for the Middle School. This year was the first time that PDS acknowledged this holiday as a "nothing due" day.

AFFINITY GROUPS

After a series of training sessions with Dr. Artis, Upper School Affinity Groups began with informal, interest meetings on Tuesday, 11/6. All Affinity Groups began their formal meetings on 11/19 with the expectation that they would meet every other cycle on Day 6. Additionally, Affinity Group Leaders met to discuss the results of the student survey, which revealed the need for a White Consciousness Affinity Group. Thankfully, a few Upper School faculty members have volunteered to facilitate this group and have agreed to undergo training this year with the goal of launching the new affinity group next fall.

BLACK HISTORY MONTH

Although we are months away from February, there has been renewed energy and commitment from members of our alumni community who identify as Black. CMDT was able to confirm Michael D. Reed '03 for the event. Michael is a senior policy and political professional with more than a decade of experience on the federal, state, and local levels. Michael is currently Chief of Staff for Congressman Eric Swalwell, representing California's East Bay area.

As the national focus on the pandemic continues to intensify, so too will our attention to health and safety guidelines in the building. Our recent decision to switch to remote learning through November break should serve as a reminder of our priorities. Additionally, it remains the case that we'll continue to hold the conversation about diversity, equity, and inclusion in parallel to that of the virus. The systems that we look to undo are a constant that have just been given a spotlight. We remain grateful for the willingness of our community to partner with us in this necessary endeavor.

QUESTIONS OR FEEDBACK?

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