



THE AMERICAN SCHOOL IN ENGLAND

December 2020

Dear TASIS England Community,

I hope this note finds you well.

The recently established Diversity, Equity, and Inclusion "**DEI Advisory Committee**" at TASIS England had its first (*virtual*) meeting on November 19, 2020.

As a brief background summary, the Committee was established in response to recent events that generated the need to address diversity, equity, and inclusion at TASIS England in a more integrated and coordinated approach. The Committee itself is composed of around 13 members, including TASIS England alumni, current students, faculty, parents, and myself as a member of the School's Board of Directors. We intend to meet on a regular basis to address ways we can develop the School's DEI approach, and ensure that it remains seen as a leading example to others.

The meeting on November 19 lasted for over 1.5hrs, primarily discussing the following:

- (1) Reviewing and acknowledging the DEI Advisory Committee Purpose Statement and Commitments;
- (2) Running through a real-life experience of an alumna and discussing ways to develop; and
- (3) Going through actions completed to date, and any next steps related to DEI.

A few key highlights discussed during our first meeting:

- The DEI Advisory Committee Purpose Statement and Commitments were reviewed and accepted by committee members, in addition, outlining their relationship to the TASIS England Mission
- Reviewing a sample of past real-life experiences at the School, which were used to reflect on ways we can improve on representing DEI at the School
- Discussing the variety of actions that have been taken so far, including:
 - Training and workshops being offered across the School's faculty and staff;
 - Reviewing policies related to DEI, including: Single Equalities Policy, Equal Opportunities Policy, and Race Equality Policy;
 - Discussing ways of modifying available courses to address the importance of DEI, such as reviewing the Middle School English literature selections with DEI in mind; and
 - Meeting with members from the School's LGBTQ community and club, ensuring that progress is being made and the club remains active.

In summary, it certainly was a great first meeting, whereby we all shared our views and discussed ways of addressing / improving DEI at the School. We have also put together action plans for the next meeting, which will take place in January 2021.

I am proud to say that the foundation has been laid and we are on the right path when it comes to DEI. We have the right committee members that reflect a 360-degree view of the School, and a strong leadership in leading this vital mission. There will always be lots of work to be done and ways to improve. We will make sure that we continue to lead by example, and that our actions speak louder than words.

Chawki Karam
TASIS England Board Member