



## **Diversity News at PCDS 3/15/2021**

One year ago, we left school and did not return until September. So much has changed at PCDS, but we are so fortunate to be on campus and feel safe. During this year, diversity work has also changed. We have pushed to move from flags, festivals, and food to difficult conversations, re-evaluating our curriculum, and working to hire people of color.

This month, we celebrate Women's History Month. The DEI team created a bulletin board highlighting our PCDS female employees' accomplishments and the strong women in their lives. Students have enjoyed seeing all that women they know have accomplished.

The IDEA team is working hard on organizing Humans of PCDS. This one-day DEI event will take place on April 21st. This year's theme is "Celebrating Intersectionality with Purpose." We felt it was important to examine all aspects of our identity and use that knowledge to move forward in our DEI work. Our morning speaker will be Dr. Rodney Glasgow, noted speaker and activist in diversity, equity, and social justice. He is chair of the National Association of Independent School's annual Student Diversity Conference. We will close with a talk by Schuyler Bailar. Schuyler is the first openly transgender NCAA Division 1 swimmer. He is a respected advocate for inclusion, body-positivity, and mental health awareness.

The IDEA team continues to work on affinity groups. They are giving a talk to all Upper School students on March 18th to teach them about what affinity groups are and how they might be implemented at PCDS.

Jenny Treadway, Director of DEI, attended the NAIS Annual Conference on Zoom. She was able to do the Signature Event workshops on DEI. She also attended an ISAS Zoom meeting presented by Polyanna.

Classrooms continue to work on their curriculum to make it more equitable and just. Jenny Treadway spent time with the fourth-grade students talking about the "Power of Words." She will do the same for the second-grade classes.

Lower School participated in "Read Across America". The Lower School DEI team educated the faculty about the importance of looking at older books that might be used in the past and replacing them with updated books. The Pre-Kindergarten faculty shared blog articles about how we can respond to racist content in Dr. Seuss's books. As they so eloquently said, "This may have been new information for many of us and possibly even a bit heart-breaking. As Maya Angelou says, "Do the best you can until you know better. Then when you know better, do better." The DEI team shared resources with faculty and parents to work towards "doing" better!"

Remember to reach out to Jenny Treadway at [jenny.treadway@pcds.org](mailto:jenny.treadway@pcds.org) or 602-955-8200 ext. 2263 with any questions or suggestions. If you are looking for a DEI book to read, let her know as she has many titles she would love to share.