



Diversity, Equity, & Inclusion Quarter 3 Update

The DEI Team was created in July 2019 to lead the DEI Action Plan for the 2020-2021 school year. Members are as follows:

- Crystal Catalan: Director of Diversity, Equity, and Inclusion
- Katherine Georgiev: Principal
- Andria Bengtson: Vice Principal of Teaching and Learning
- Krista Rentschler: Dean of Students
- Jo-Anne Hurlston: Co-Coordinator of Student Internship Volunteer Program
- Heath Martin: Co-Coordinator of Student Internship Volunteer Program
- Mattie Spillane: Director of Community Engagement and Stewardship
- Rebekah Temple: Director of Human Resources

Student Experience

- 8 members of the DEI Team and administration attended an intensive series of Restorative Justice training in March, facilitated by RJ practitioner, Gina Karp
- Continuation of implementing RJ practices in tardy policy and academic integrity policy
- Diversity Week took place from March 15-19 which included the first-ever, student-led virtual Multicultural Rally and optional sessions offered throughout the week on various topics such as ableism, neurodiversity, and the LGBTQ+ experience
- Space for dialogue and support was created for all students, especially the Asian Pacific Islander students, to process attacks on their community
- Assessment of Inclusivity and Multiculturalism (AIM) was conducted over the course of three weeks to inform an action plan moving forward
 - Input provided by Board members, faculty/staff, parents/guardians students, and alum



Academics and Curriculum

- Shared goal of a curriculum audit with department chairs at February Curriculum Council meeting and invited participants to work on the process.
- Meetings held with DEI Director and 1 Department Chair to brainstorm professional development needs and process for curriculum audit.
- Identified need for professional development for all teachers on a social justice education and to develop a cultural competencies framework to be used to assess current curriculum with.
 - Given the timing of the above action items, the group determined that the timeline for this action item will need to be extended, likely into the new school year

Community Development

- *Familias Unidas de Pres*-led program during Diversity Week, in partnership with the Parent Guild
- Ongoing evaluation of community events to ensure that they are aligned with a DEI lens
- DEI Workshop for Board members, led by the Director of DEI
- Monthly cohort check-ins facilitated by faculty/staff continued with students to support socio-emotional well-being and reflection on current events
- Monthly affinity meetings continue to be held: *Familias Unidas de Pres* (Spanish-speaking families); BIPOC faculty/staff; White faculty/staff exploring anti-racism

Currently working on:

- Reviewing the diversity composition of the Board
- Forming a DEI-focused committee within the Parent Guild
- Creating a DEI Action Plan for '21-'22

Additional information and resources may be found [here](#). Please contact [Crystal Catalan](#), Director of Diversity, Equity, and Inclusion with any questions.