

## Summary of Diversity, Equity and Inclusion Efforts: 2020-21

Led by Mr. Cliff Pope, the DE&I Coordinator, The Summit made solid progress in the 2020-21 school year.

### Students

- Upper School students heard a presentation from Dr. Charlene Taylor on the importance of speaking out against racism, and the impact “white silence” has on victims of racism and prejudice.
- Three student delegates attended the Student Diversity Leadership Conference (SDLC) hosted by NAIS.
- The Upper School DE&I Club developed and produced a video honoring the legacy of Dr. Martin Luther King Jr. that was presented to Upper School students and faculty. The video included the George Floyd protests of summer 2020 and student reflections on experiences with race and diversity at The Summit.
- Seventh and eighth graders enrolled in an experimental course that studied civil rights and non-violent protests.
- February’s Black History Month was celebrated throughout the school. Themed content was presented via screens and on bulletin boards. Second graders put on a production called “*Change makers*,” a play highlighting the contributions of African Americans, and masses were celebrated with a focus on DEI. Upper School students watched and discussed a video prepared by Summit parents involved with The Village, our African American parent’s affinity group. They also heard a brief lecture from Dr. Michael Dantley on what it means to be a Black man in 21st century America.
- Upper School students (Grades 9-11) watched and discussed a livestream of the Holocaust memorial documentary, “Yom HaShoah: Remembering for Tomorrow.” The film includes stories from Holocaust survivors and was intended to shine a light on the value of promoting human rights, ethics, and civic engagement.”

### Faculty and Staff

- During an in-service day dedicated to DE&I, faculty compared content areas to our 20 DEI standards. Following that audit, they met in interdisciplinary groups to share concerns and challenges experienced in individual classrooms recently.
- Six faculty members attended the NAIS People of Color Conference (POCC), an annual event which focuses on issues confronting educators of color.
- Mr. Pope became a charter member of the Consortium of Black Male Leaders in Independent Schools. This group of black male educators meets regularly to focus on improving the experience of all African American students and black male educators in independent schools.
- A Lower School DEI Committee was formed to ensure DEI topics are more integrated in the Lower School in appropriate and meaningful ways.
- Two staff members joined the Ohio Association of Independent Schools Affinity Group for Faculty of Color where they discussed the importance of having a diverse faculty/staff and challenges related to recruiting and retaining teachers of color.

- Upper School faculty continued work on recognizing implicit biases by watching and discussing a Ted Talk by Verna Myers entitled, “How to Overcome our Biases and Walk Boldly Towards Them.” They also took a self-assessment on implicit biases, which was administered by an educator from the Underground Railroad and Freedom Center.
- An in-service day in April was dedicated to training on how to engage in difficult conversations related to diversity, equity, and inclusion. Father Gene Contadino addressed the Catholic Church’s view on sexuality, specifically homosexuals and the transgender community.
- Montessori faculty/staff joined an optional DE&I book club discussion on “*How to be an Antiracist*” by Ibram X. Kendi.

### **Head of School & Board of Trustees**

- Board members dedicated their annual retreat to studying implicit bias. Each trustee took the Implicit Association Test and then participated in training led by educators from the National Underground Railroad and Freedom Center.
- Mr. Wilson attended a session at the ISAC’s Heads conference on how to better understand the experience of children of color at predominantly white independent schools.

### **Parents**

- The new affinity group, “*The Village*,” continued to meet in support families of African descent at The Summit.
- Parents in the Montessori Parent Book Club read “How to be an Antiracist” by Ibram X. Kendi.

### **Alumni**

- In response to alumni suggestions, a task force was created to study and report on The Summit’s commitment to DE&I. Culling data from the Lower School, Middle School, and Upper School, the findings are below.
  - Library Audit: Well over 6,000 titles across the divisions relate to issues of diversity, equity, and inclusion.
  - Speakers and Events: In the past five years, students were presented with up to 75 different DE&I speakers and events across the grade levels.
- A survey of alumni was fielded which focused on the question, “What diversity, equity and inclusion lessons or experiences do you wish you had been taught that were not covered during your time at The Summit?” Results from 232 responses reflected numerous perspectives and opinions, with the top three responses being:
  - None. School did a good job teaching about diversity (37%)
  - More lessons on systemic racism/antiracism/antibias (32%)
  - More lessons on civil rights/African American history (31%)

### **Goals for School Year 2021-22**

In addition to continuing the successful work from 2020-21, the following goals have been identified for school year 2021-22.

1. Designate the electronic screen near the Upper School office to communicating DE&I information such as DE&I Club announcements, Summit's 20 DE&I Standards, and the Hallmarks of the Sisters of Notre Dame de Namur.
2. Observe a variety of cultural celebrations during the year.
3. Secure funding for faculty and students to attend People of Color Conference and Student Diversity Leadership Conference.
4. Resume the faculty and staff SEED (*Seeking Educational Equity and Diversity*) group in the fall after a COVID lapse.
5. Continue the work needed to align all four schools with more uniformity and a singleness of purpose regarding DE&I practices.
6. Incorporate "So You Want to Talk About Race," by Ijeoma Oluo into the faculty reading agenda.
7. Strengthen our partnership with Bethany School in Glendale to support the development of DEI programs on each respective campus.