GDS 2020-21

ANTI-RACIST JOURNEY

Summer of 2020: Students, staff, and families participated in Black Lives Matter protests in person and via social media. GDS saw the stories brought to light nationally—and those shared closer to home from current and former students on the @blackatgds Instagram page—as opportunities to take a look at our work and determine what we could do better. Like at GDS, institutions and individuals across the country have interrogated their founding ideals and identified steps forward for growth and healing. GDS responded promptly with an action plan and has been engaged methodically in the work since. The disciplined approach to change has indeed been a response to @blackatgds; it has also been a commitment to holding the school accountable to the promises it has made to our families.

The Diversity, Equity, and Inclusion (DEI) team worked in partnership with the counselors and wellness staff to develop much of the 2020-21 anti-racist programming for faculty, staff, students, and parents. DEI Director Marlo Thomas and team members Guyton Mathews and Campbell Keyser collaborated with Assistant Head of School Laura Yee as well as counselors Amy Killy '90 and Gaby Grebski (HS), Gabrielle Holder (MS), and Meryl Heyliger (LS) as well as Director of Student Life and Wellness Bobby Asher Dozens more community members contributed in meaningful ways to the ongoing work.

Track this year's journey of the various constituencies color coded below:

STUDENTS

FAMILIES

FACULTY/STAFF COMMUNITY WIDI



AFFINITY GROUP

New: HS student affinity groups started: Crowns (for Black non-male students), First Gen, and South Asian Affinity Group

EXAMPLE OF CURRICULAR INNOVATION

New in Middle School: Book talks at the start of each 6th grade English class highlighting BIPOC (and LGBTQ+) writers



All GDS Faculty/Staff read The Racial Healing Handbook: Practical Activities to Help You Challenge Privilege, Confront Systemic Racism, and Engage in Collective Healing.

Implemented anti-racism tracker to chart progress through the strategic plan

Follow the plan online



05/29/20:

Protests related to the death of George Floyd reach Washington, DC.



Alumnus O'Neill Cushman '90 used this original piece to fundraise for racial justice organizations. The top donor then gave the painting to GDS. It currently resides in the DEI Office of the new Lower/Middle School building.

06/01/20:

A.W.A.R.E. (Alliance of White Anti-Racist Educators) continued regular meetings.

Faculty book clubs sprang up within office teams and among divisional faculty in the summer of 2020.

06/26/20:

GDS @BlackatGDS Instagram

and populated with statements from current students and alumni.

AFFINITY GROUP

The Black Parent Resource Group resumed meetings.

07/01/20:

New Black Faculty Staff Affinity Group created

09/01/20:

Dr. Dena

Simmons Ed.D., founder

of LiberatED, presented

Days: "Self-Care, Healing,

during staff Opening

and Equity-Responsive

Practices for When the

World Feels Heavy."

KEYNOTE

New Board Chair Lisa Fairfax began to play a critical role in guiding the school's strategic approach to institutional growth around anti-racism.

07/20/20:

DEI DINNER AND

CONVERSATION Ms. Sybrina Fulton, mother of Trayvon Martin, in conversation with Marlo Thomas

10/13/20:

Freedom, on combatting

educational environment

anti-blackness in the

KEYNOTE Dr. Bettina Love, author of We Want to Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational

10/09/20:

KEYNOTE

journalist, political

commentator, scholar-

Party Vice-Presidentia

candidate presented

month HS assembly.

during LatinX Heritage

activist, and 2008 Green

Rosa Clemente,

09/01/20:

STUDENT SUPPORT

Group processing spaces and individual support

with the counselors, wellness staff, and members

of the DEI team followed community conversations.

ANNIVERSARY

Race, Justice, and the

American Judicial System

with (clockwise from top

Davis, Honorable Casey

General Karl Racine, and

journalist Nicole Lewis '05

left) Honorable Andre

Cooper, DC Attorney

(moderator)

DEI Welcome Back Meet

& Greet with more than

09/26/20:

80 attendees

SPEAKER SERIES



10/14/20: **DEI DINNER AND**

CONVERSATIONS

Jeff Johnson, MSNBC Contributor and White House Correspondent for The Grio, in conversation with Russell Shaw

DIVERSITY, EQUITY, AND







School for Curriculum and Instruction

08/26/20:

Vigilant Self-Reflection 8 Action; Confronting anti-Black racism; and Support Black faculty/staff

07/23/20: DEI DINNER AND

CONVERSATIONS Dr. Roderick Carey, Assistant Professor, Department of Human Development and Family Sciences, University of Delaware

INCLUSION OFFICE

Marlo Thomas

Guyton Mathews

Cambell Keyser



75TH ANNIVERSARY SPEAKER SERIES Daughters of the Civil Rights

03/29/21:

Dr. Anneliese

author of The Racial

Healing Handbook

implementation in fall 2021.

A. Singh Ph.D.

All-school Teaching Rubric Version 1 developed for

equity centered, anti-racist, culturally responsive

pedagogy. Program piloted in spring 2021. Full

Movement, with (L-R) GDS teachers Paula Young Shelton (author of Child of the Civil Rights Movement) and Toussaint Lacoste (moderator) and author/journalist Karen Gray Houston

10/20/20:

WORKSHOP#1

JOURNEY

CONTINUES

FROM HERE

Let's Get it Right: A Collaborative

Approach to Ensuring that Females and

Students of Color Thrive in Mathematics!

from the Policy Institute EJ Track

04/01/21:

02/09/21-02/10/21:

Dr. Bettina Love,

Social Justice Teach-In Day

02/02/21:

Honoring Fred

Korematsu Day

American Affinit

Group-sponsored

with Asian-

parents Madhavi Sunder and

Anupam Chander (Anoushka

presentation by GDS

Chander '21)

EXAMPLE OF CURRICULAR INNOVATION New in High School: Environmental Justice (EJ) Week hosted by students

04/07/21:

Equity audit with Alison Park of Blink

Consulting began for the full community.

11/01/20:

10/28/20:

ASSEMBLY

engagement at GDS

Jeff Johnson on

examining civic

Recommitted to maintaining

faculty/staff hiring process

a DEI presence in the

01/28/21:

WORKSHOP#2 Let's Get it Right: A Collaborative Approach to Ensuring that Females and Students of Color Thrive in Mathematics!

04/14/21:

AFFINITY GROUP

Meet & Greet

Parent Affinity Group

11/09/20:

DEI DINNER AND

CONVERSATIONS

of Parenting Pathfinders,

presents Change Begins

02/01/21:

INNOVATION

EXAMPLE OF CURRICULAR

New in Lower School: The

Great Migration unit in 3rd

grade, connected to their

study of migration and

immigration in America.

at Home for PK-6th

grade families.

Michelle Harris,

attorney and sports executive

Sashi Brown

Philanthropy in a Time of Social, Economic, and Political Unrest (clockwise from bottom right) Annie E. Casey Foundation

President and CEO Lisa Hamilton, Ford Foundation President Darren Walker, and Skoll Foundation CEO Don Gips in conversation with Head of School Russell Shaw (moderator)

Students of Color Thrive in Mathematics!

01/22/20:

Equity audit partnership with Alison Park of Blink Consulting announced

01/27/21:

75TH ANNIVERSARY SPEAKER SERIES Social Justice in Sports with (counterclockwise from top right) Executive Director of

Jeff Johnson

civic engagement panel

with GDS HS students.

returned for a

the NFL Players Association Ki Gross from Woke DeMaurice Smith (moderator) Kindergarten on "Intersectionality Executive Director for the U.S. and Abolitionist Teaching: Women's National Team Players Centering Queer Voices Association Becca Roux, and

11/16/20:

DEI DINNER AND

CONVERSATIONS

of Parenting Pathfinders

presents Change Begins

at Home for 7th-12th

grade families.

Michelle Harris

01/19/21:

returned for the

High School.

Dr. Gholdy Muhammad

Dr. Eddie Moore Jr. and Dr. John Igwebuike on effective listening, a social justice imperative

WELLNESS TEAM

11/30/20:

Dr. Gholdy

author of Cultivating Genius:

An Equity Framework for

Culturally and Historically

Responsive Literacy, on

culturally and historically

Middle School

responsive teaching for the







12/09/20:

WORKSHOP

(page 30)

12/17/20:

AFFINITY GROUP

Antiracism Group

(WAG) launched

Parent White

Athletics Anti-Racism

EVEN AS WE HAVE LISTENED AND LEARNED, GRAPPLED AND GROWN, AND TAKEN ACTION, THE ESSENTIAL WORK CONTINUES.

04/21/21:

Let's Get it Right: A Collaborative Approach to Ensuring that Females and

GEORGETOWN DAYS 2020-21 SCHOOL YEAR

GEORGETOWN DAYS 2020-21 SCHOOL YEAR