

**San Francisco University High School
Equity and Community Stewardship and Oversight Committee
Year-End Report
June 2021**

The Equity and Community Stewardship and Oversight Committee made up of students, faculty/staff, parents/guardians, trustees, and alumni met six times during the 2020-21 school year to chronicle, evaluate and steer the work outlined in the 2018 [UHS Statement on Equity and Community](#).

Much has transpired in our country since we approved that statement in 2018, sparking our sense of urgency and growing understanding of what it takes to become an antiracist institution. It is time to revisit and revise the 2018 statement and to develop a DEIB (Diversity, Equity, Inclusion, Belonging)/Antiracism strategic plan during the 2021-2022 school year and in coordination with our CAIS (California Association of Independent Schools) accreditation self-study. We believe the work should be led and affirmed by this Committee in collaboration with the standing Trustee Committee on Equity and Community to include the voices of our entire community.

Despite challenges posed by the pandemic, we were gratified to come together to support the school in this way and we look forward to digging deeper, listening, learning, and collaborating to build a safe, brave, and strong community where everyone can stretch, thrive, and reach their full potential. Below is an overview of the actions/initiatives undertaken and in progress, with four key recommendations for the 2021-22 school year and actions/programming that UHS has established and/or are in progress.

RECOMMENDATIONS for 2021-22

- Revise and update the 2018 [UHS Statement on Equity and Community](#)
- Designate a student, faculty, and admin team to respond to harmful incidents more efficiently and to develop transparent pathways for community and individual response and repair
- Expand and offer parent/guardian education in DEIB in alignment with best practices
- Consider the addition of an ethnic studies course of study in the curriculum

In community,

The UHS Equity & Community Stewardship and Oversight Committee

Hailey Bancroft '23
Sandeep Bhuta, Faculty
Kendal Black, Trustee and Parent '23
Julia Russell Eells, Head of School
Alison Fong, Parent '23, '25
Santiago Herrera '23
Katie Hultquist '92
Deundra Hundon, Staff (Breakthrough at Summerbridge)
Nicole Hunter, Faculty
Tilda Kapuya, Director of Equity and Community
Noah Sebhatleab '22

ESTABLISHED

- Developed [Community Agreements](#) that are posted in every learning space on campus
- Established anti-bias training for all faculty/staff search committees
- Expanded and enhanced recruitment, hiring, retention of Black, Indigenous, and People of Color [BIPOC](#) faculty/staff
- Expanded programming for Alumni ([Runway Lecture Series](#))
- Launched the Equity and Community Stewardship and Oversight Committee
- Solidified commitment to and partnership with [Breakthrough Summerbridge](#)
- Integrated DEIB goals in Teacher Competency Statements and Student Feedback Survey with a focus on building culturally responsive practices
- Established Human Development department with cultural competency and equity literacy programming
- Developed crowd-sourced community curriculum for DEIB work (MLK Day Symposium and Community Day) and expanded these days within the COVID schedule
- Enhanced financial support for DEIB professional development conferences and workshops (People of Color Conference, White Privilege Conference, Facing Race, California Teacher Development Collaborative workshops, among others)
- Established the UHS Internal Research Team (IRT); developed and conducted student survey on community and interconnection (piloted in spring 2019, revised in spring 2021, and to be conducted again in October 2021)
- Established robust student affinity and activism spaces
- Established an active and increasingly visible Understanding Whiteness affinity group for White faculty/staff and students
- Prioritized racially/ethnically diverse Board candidates (currently at 45% BIPOC)
- Established Board standing committee on Equity and Community
- Enhanced recruitment, hiring, retention of BIPOC administrators
- Created parent/guardian affinity meeting spaces
- Instituted POC night – twice a year meeting for students, faculty, and staff who self-identify as People of Color

IN PROGRESS

- Enhancing ACE (Parent Alliance on Community Equity) programming, engagement, and leadership
- Participating in the [Equity Dashboard Consortium](#), now called [The Inclusion Factor](#)
- Continuing focus on recruitment, hiring, retention of BIPOC faculty/staff
- Scheduling regular in-service professional development for faculty/staff and administration
- Continuing to train faculty, staff, and admin through in-service days
- Requiring DEIB goal in all faculty [Folio](#) professional development planning
- Enhancing support for all new faculty with a focus on BIPOC teachers
- Expanding community curriculum to include neurodiversity and disability awareness and ableism
- Reviewing History and English curricula and pedagogy with a focus on celebrating BIPOC contributions and equity literacy
- Focusing DEIB programming on contributions of excellence from the BIPOC community
- Prioritizing DEIB in summer reading
- Integrating DEIB learning goals into all academic departments (particularly history, science, English) beyond Human Development
- Expanding our interpretation and translation services

- Institutionalizing student affinity and activism spaces by putting a compensation plan in place for faculty/staff leaders
- Analyzing data from Internal Research Team's Community and Interconnection survey and developing action items to address shortfalls
- Developing metrics for students thriving to populate an [Equity Dashboard](#) (IRT)
- Establishing pathways for student voice and agency with school administration
- Incorporating restorative justice practices into our evolving discipline, honor and integrity codes and systems
- Engaging Board in DEIB training
- Building dashboard of 10 years of Board demographics
- Developing DEIB goals for the Board of Trustees in alignment with 2018 and future Equity & Community belief statement