

Dear Families for DEI,

Thank you so much for joining me on September 10. What a great turnout! Here are a few notes from the meeting.

We covered the purpose of our monthly **Families for DEI** gathering, which is threefold:

- To create a space where parents/guardians can share personal experiences and strategies with parents and Foote staff related to raising children in a multicultural world.
- To identify strengths, challenges and opportunities and take action to support the school in achieving its mission as it relates to diversity, equity and inclusion.
- To ensure clear communication within, and beyond, the Foote School community regarding the school's commitment to diversity, equity and inclusion.

I also presented about the other parent/guardian DEI groups sponsored by the school including the Board Task Force and parent-led affinity spaces.

The Board Task Force works with the school leadership to allocate resources and to ensure that the school's strategic vision aligns with its mission as it relates to DEI; the group is composed of Board Members. The Board and Leadership Team are currently engaged in DEI training with Dr. Derrick Gay, a well recognized and respected international trainer, which was promoted by this Task Force.

The Affinity Groups are designed to provide community and affirmation around a shared identity. The purpose of our affinity spaces are threefold: value and enhance the experiences of the children and parents who share the identity; extend levels of understanding throughout the school community; and convey positive messages regarding people who share the identity. Foote currently has the following groups and is eager to expand our offerings.

- **Parents of Children of Color Affinity Group?** - All Foote parents and guardians whose children identify as a person of color are invited to join this parent affinity group, where we hold space on a monthly basis to share, affirm, and support our experiences within the Foote community. (Hosted by Foote parents Christine Kim and Martin Nguyen).
- **The LatinX/Hispanic Affinity Group** -All Foote parents and guardians who identify as or affirm with the Hispanic, Latina/o/x and/or Latin American community are invited to join us in celebrating our shared heritage as well as to explore our individual journeys. We will discuss ways that we can support one another and our children as part of the Foote community. Translation will be provided when necessary to those who speak only English or only Spanish. (Hosted by Foote parents Sabrina Marques and María Ospina)Nuestro grupo está abierto a padres, madres y cuidadorxs, que se identifican con la comunidad latina, hispana y/o latinoamericana. Ven a celebrar nuestras herencias compartidas y a explorar los caminos personales que nos han traído hasta aquí. Discutiremos las maneras en que nos podemos apoyar mutuamente y respaldar a

nuestros hijos como miembros de la comunidad de Foote. Proveeremos traducción simultánea al español a las personas hispanohablantes que lo requieran cuando nuestras conversaciones sean en inglés. (Coordinado por Sabrina Marques y María Ospina)

- **Being and Raising White Anti-Racists** - This talk and discussion is for all parents and guardians with a child who identifies as white. The group will focus on understanding and disrupting racism in ourselves, our families and our community. (Hosted by Foote parents Rob Hames, Meredith Mira and Bill Rankin.)

New Affinity spaces being launched this fall include:

- **Asian and Asian American Affinity Group** - This group is for parents and caregivers with a child who identifies as of Asian descent. The group is dedicated to bringing together families of children who share in the Asian American experience in order to enhance and affirm each child's learning and growth at Foote. (Hosted by Foote parents Christine Kim and Martin Nguyen).
- **Black/African American Affinity Group** - We are very happy to announce the formation of the Foote Black/African American Affinity Group. The hosts are Cindy Crusto, Ngozi Ikekpeazu, Nkem Ikekpeazu, and Alexis Robinson. This group is for anyone who has a child that identifies as Black/African American. The group seeks to be inclusive to parents of all children of African descent from across the diaspora. We wish to support families and host educational and community events that engage the varied cultural perspectives of Black people in America. Once we get started we will evaluate the needs/interests of the group.

Please let me know if you are interested in hosting an affinity group for parents and guardians. These groups are for, and by, you; two people gathering to celebrate their experience and identity is an affinity group.

The next Families for DEI meeting agenda will include a presentation on how Foote onboards new faculty and staff as it relates to diversity, equity and inclusion. We hope to see you on Thursday October 14 at 4:00 p.m. on [Zoom](#).

Best,

Beth Mello
Assistant Head of School