

# NEWSLETTER

#BreakTheBias

## From the PA DEI Committee

Welcome to our second newsletter of 2022. As part of our commitment to ensuring that all families at UNIS are included in the DEI journey, the Newsletter is an important tool and means of communication. It provides information and resources to promote diversity, equity, and inclusion for us all.

This edition is dedicated to Women's History Month and the theme of International Women's Day 2022, #BreaktheBias.

As the PA DEI Committee continues to work to advance diversity, equity and inclusion at UNIS, we would very much appreciate your insights and experiences. Please do not hesitate to send your ideas, suggestions and feedback to the co-chairs:

Cynthia Muffuh - [cynthia.muffuh@pa.unis.org](mailto:cynthia.muffuh@pa.unis.org)

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## COMMUNITY CONTRIBUTIONS - Thank You

Thank you to all of you who have been reading the *PA DEI Newsletters* and reaching out with feedback and comments. Our final Newsletter of this academic year will be in May. If you have a DEI story, event or content you would like featured please do not hesitate to reach out to us.

Thank you to everyone who filled out the *DEI Parent Survey*. It was very much appreciated. The DEI Committee will be presenting the findings of the survey and next steps in the **PA Meeting in April 2022**.



**MAR 8**

International  
Women's  
Day

**MARCH**

WOMEN'S  
HISTORY  
MONTH

**APR 8**

LGBTQ  
Day  
of  
Silence

**APR 22**

EARTH  
DAY

## UNIS Women in Leadership Breaking the Bias

Tuesday 8th March 2022 is International Women's Day.

The theme this year is #BreaktheBias. This theme challenges us to not just imagine but to actively work towards and advocate for a gender-equal world free of bias, stereotypes and discrimination.

We are fortunate at UNIS to have an extraordinary number of women at the forefront of our school and our community. Women who by their professional achievements, leadership, awareness-raising and diversity truly embody #BreaktheBias.

To all our *“UNIS Women in Leadership Breaking the Bias”*, we celebrate you!



**“We must continually strive to create an enabling work environment that embraces equality, eradicates bias, and is inclusive of all persons.**

**To be effective, we must end every culture of discrimination and privilege based on unequal gender relations and power dynamics.**

**I celebrate this year's International Women's Day with hope that together we can #BreakTheBias.”**

**Catherine Pollard - Chair of the Board of Trustees**



**“Together, let's work to #BreakTheBias and push forward in creating equal opportunities for women and girls.”**

**Kim Bruno - Director of Arts**

**Dr. Jennifer Amos - Chief Academic Officer**

**Sochenda Samreth - Director of Curriculum and Instruction**



**“In Middle School we can work to "maintain a gender equal mindset" and call out "gendered actions and assumptions" in our classrooms, cafeteria, hallways, on the roof and throughout the Campus. These are the goals of International Women's Day and they can be our goals, too. Together, we can #Break the Bias.”**

**Elaine Kelly - Middle School Principal**



**“What you get is not always what you see. Let's peel back the onion to understand the layers.**

**Join us in breaking down the barrier of assumptions. Will you show your support?  
#BreakTheBias”**

**Kenya Washington  
Tutorial House Assistant Principal**





**"I'm a Latina woman who strongly believes that a woman's place is where they want to be. A Leadership position, to be humanitarian and equitable, should be a role for all voices. I'm a proud woman, Brazilian, Latina, and a Leader, who loves to serve my community through the responsibilities of my position as Assistant Principal at UNIS and who wants to make a difference for others to have the same opportunities."**

**Alessandra Camilo, PhD.  
Junior School Assistant Principal**



**"Deconstruct the bias."**

**Dr. Judith King-Calnek  
Director of Diversity, Equity and Inclusion**



**"See, hear me, respect me for me."**

**Michelle Bertrand - Director of School Affairs**



**#BreakTheBias**

**Lidana Jalilvand - Director of Special Programs**



**“Break the Bias and inspire women to continue to be an active force in shaping A Better World.”**  
**Debra Belfield - Director of Human Resources**



**“Let’s break the bias, with gratitude and respect to all our supporters.”**  
**Estela Van Aken - Registrar**



**“#BreaktheBias means to truly dismantle oppression and see and respect women as creators and leaders whose existence must be valued without judgment and without Prejudice. Happy International Women’s Day, UNIS Community!”**  
**Angela Tolosa - President UNIS PA**



**“Breaking the bias is so many things to me. It is working to eradicate stereotypes that I have of others and others may have of me; It is creating an environment where we can each be our authentic self, and accepting of others authentic selves; It is not requiring conformity; It is respecting everyone; It is equity and inclusion; It is kindness; It is humanity.”**  
**Dilshad Marolia - Vice President UNIS PA**



## The PA Social Responsibility Committee Presents

### Racism and Environmental Justice with Leslie G. Fields Esq.

**Tuesday, March 8th, 2022 7pm - 8pm**

**ZOOM link   Webinar ID: 974 3220 3001   Passcode: 209291**

Ms Fields is the National Director, Policy Advocacy and Legal at [Sierra Club](#), an influential grassroots environmental organization whose mission statement includes protecting the wild places of the earth, promoting the responsible use of the earth's ecosystems and resources and educating and enlisting humanity to protect and restore the quality of the natural and human environment.

She has over thirty years of federal, state, local and international environmental justice and environmental law and policy experience. She serves on various boards including in Africa, has been an adjunct law professor at Howard University School of Law and was appointed by President Obama to serve on the Board of Directors of the Mickey Leland Urban Air Toxics Research Center. Ms. Fields is a graduate of Cornell University, the Georgetown University Law Center and licensed in the Commonwealth of Massachusetts, the District of Columbia and the US Supreme Court.



## MOVIE CORNER



### **KNOCK DOWN THE HOUSE**

A 2019 American documentary film revolving around the 2018 congressional primary campaigns of Alexandria Ocasio-Cortez, Amy Vilela, Cori Bush and Paula Jean Swearengin.



### **ON THE BASIS OF SEX**

A 2018 American biographical legal drama film based on the life and early cases of Supreme Court Justice Ruth Bader Ginsburg.

## SAVE THE DATE



In collaboration with New2UNIS, the PA DEI Committee would like to highlight 2 upcoming events.

### **Queens Food Tour - Saturday, May 7th**

In celebration of AAPI Month, stay tuned for a big social gathering of our UNIS community which will take place in one of the most diverse neighborhoods on the planet.

### **Pride Month Film Club to discuss the movie Disclosure - Tuesday, May 17th**

A documentary that chronicles over 100 years of Hollywood's depiction of transgender people and the impact of those stories on transgender lives and American culture.

Watch out for more details to come!

## A HISTORIC NOMINATION

### First Black Woman Nominated to the Supreme Court

For two centuries, the United States Supreme Court was adorned with only men on the bench. In 1981 President Regan broke that mold by appointing the first woman, Sandra Day O'Connor to the highest court in the land. Justice O'Connor served for 25 years.

President Clinton then appointed the second woman, Justice Ruth Bader Ginsberg in 1993.

It is now with great anticipation and excitement, that with the pending retirement of Justice Stephen G Breyer, President Biden has nominated Judge Ketanji Brown Jackson. If confirmed, Judge Jackson will be the first African American woman to sit on the US Supreme court.

**“For too long our government, our courts, haven’t looked like America,... I believe it’s time that we have a court that reflects the full talents and greatness of our nation.”**

President Biden - during the announcement on February 25th

This appointment will garner the court with more diversity, a better illustration of the country she will serve and a different perspective of life in America.

We would also like to highlight 2 other extraordinary women that were also being considered for nomination.

sources: [nbc-news](#), [vox-news](#), [pbs.org](#), [nor.org](#) [theguardian](#) [ap news](#) [nytimes](#)



#### Judge Ketanji Brown Jackson

Ketanji Brown Jackson has a resume seemingly tailor-fit for the moment, Harvard grad, Supreme Court clerk, a trial and appellate-court judge, as well as an editor of the Harvard Law Review, a judicial clerk, a federal defender, a lawyer in private practice, a member of the U.S. Sentencing Commission and a federal judge with a deep history in public service. Judge Jackson has expertise that would bring considerable professional diversity to the high court.

In her presentation, Judge Jackson said, “If I’m fortunate enough to be confirmed as the next associate justice of the Supreme Court of the United States..., I can only hope that my life and career, my love of this country and the Constitution and my commitment to upholding the rule of law and the sacred principles upon which this great nation was founded, will inspire future generations of Americans.”

Congratulations to Judge Ketanji Brown Jackson!

#### Judge Leondra R Kruger

Kruger, an associate justice on the California Supreme Court since 2015. She was just 38 when chosen for the job by then governor Jerry Brown. Kruger was a law clerk to the late U.S. Supreme Court Justice John Paul Stevens in 2003-04, worked at two law firms, taught law for a year and then worked several years at the U.S Justice Department before becoming a judge. She received her law degree from Yale, where she was editor-in-chief at the Yale Law Journal.



#### Judge J Michelle Childs

Childs graduated as valedictorian and class president from her racially integrated high school, earning a scholarship to the University of South Florida where she graduated with honors. She then returned to South Carolina and received scholarships to pursue legal and business graduate degrees at the University of South Carolina. Jim Clyburn, publicly announced his support for her, as did the state’s Republican senators, Graham and Tim Scott.



## SPOTLIGHT

### Interview with Rokhaya Ndiaye - Equity and Inclusion Board (EIB) Chairperson

For this month's interview, the Diversity Equity and Inclusion (DEI) Committee met with Rokhaya Diouma Ndiaye, a Tut 4 student who, despite her young age, is more aware and more active than most adults when it comes to social issues. She is the Chairperson of the Equity and Inclusion Board (EIB), which she decided to create in the summer of 2020 to bring more awareness of diversity issues at UNIS in the aftermath of the George Floyd protests. Rokhaya was pleasantly surprised when more than 40 students asked to join the EIB during the recruitment drive.

**“Diversity is not only about physical differences but also “diversity of thought” and can be summed up as the “opposite of ignorance and understanding of social issues.”**

Since then, the EIB has accomplished a lot. Among other things, Rokhaya and her fellow EIB members have conducted mentorship programs in the Junior School and the Middle School in both the Queens and Manhattan campuses. The mentorship programs have covered issues that are relevant to young people today, such as consent, the golden rule, racism, microaggressions, and stereotypes. They have also organized conferences, an activist program, and a voter registration drive for the Tutorial House students. The EIB is currently working on a painting project with the Art Department, and they will soon unveil a recreation of the piece “Alone Together” by Quentin Monge, in honor of the Black Lives Matter Movement.



Rokhaya has lived in the United States almost her whole life, but she cherishes her African roots, and being Senegalese is a big part of her identity. She explained that her strong interest in the DEI matters started in the last year of Middle School, when she was asked by one of her teachers to join a committee that was organizing events for the Black History Month at the school. According to Rokhaya, her inspiration for the EIB came from various social justice initiatives she participated in outside the school, particularly the Youth Justice Board, because she wanted to bring the same experience to UNIS students.

Rokhaya might be only 17, but her understanding of the world is quite impressive. For example, she thinks diversity is not only about physical differences but also “diversity of thought” and can be summed up as the “opposite of ignorance and understanding of social issues”. Instead of pursuing the ideal of equality, which is almost impossible to realize because of inherent privileges or disadvantages people have, she advocates for equity, which, in her words, means “giving the marginalized communities the resources they need to succeed”. Rokhaya plans studying sociology in college, and maybe minoring in art, which is another passion of hers. We are proud of what she helped accomplish at UNIS and we wish her all the success she deserves. We hope that she will inspire other young people – and older people – to get involved in their communities.



## SPOTLIGHT

### Interview with Padma Lakshmi

Padma Lakshmi is an Emmy®-nominated food expert, television host, producer and The New York Times best-selling author. Padma is also an M3 UNIS parent.

#### **Why did you decide to enroll your daughter at UNIS? How did you hear about UNIS?**

I wanted her to have a more international education as well as a humanitarian one. I've always known about UNIS because I grew up in the city and I liked the school's mission. More recently having been appointed UNDP Ambassador it feels especially nice and fitting to have my daughter attend the school.

#### **What does DEI mean to you?**

The thing I look forward to every year at UNIS is the Food Fair because there you can really see what the school is all about. Having a diverse population in the school where everyone is included equally is so delicious to taste and experience. This in a nutshell exemplifies not only DEI, but why I love UNIS so much.

#### **How did/do you break the bias in your work?**

There's no easy answer, but I think it is important to be willing to listen to others and to let people have a chance to tell their stories.



With my show Taste the Nation, I try to showcase different communities across the country and through letting people of all backgrounds and cultures share who they are, we can learn that there's so much out there that unites us rather than divides us.

#### **What do you hope UNIS students learn to help break the bias?**

I hope students at UNIS learn to be empathetic and compassionate. I hope they learn that until all of us are safe, taken care of, and able to have an education none of us can truly be fulfilled. I hope they learn the importance of equity and equality and how much those things really matter.

Learn more about Padma's work on her [website](#).

## UNIS EVENTS May 14th - Food Fair

After an absence of 2 years due to COVID-19, the much loved and incredibly popular UNIS Food Fair shall return in person on **Saturday 14th May** at the Manhattan campus.

The PA is looking for volunteers and if you can help out or if you know of someone who would like to volunteer, please get in touch. Please fill in your details here in [Google](#).

The PA is looking for volunteers for: \* Regional chairs for the various food regions \* Country food chairs \* Ticketing and Raffle \* Outdoor Games and Rentals \* Graphics \* Sustainability \* TH Clubs \* Arts & Crafts \* Outdoor Dance \* Flowers & Decoration



## NEWS CORNER - WEBINAR

### A Conversation with Nekima Levy Armstrong: Contextualizing Civil Rights and Racial Justice

Nekima Levy Armstrong is the attorney and civil rights activist who brought the video of the horrific killing of George Floyd to the attention of the Minneapolis police chief and began the process of making them accountable.

On February 10th 2022, thanks to Dr King-Calnek and her Diversity, Equity and Inclusion team, UNIS was honored to welcome Ms Levy Armstrong.

The **webinar was recorded** and we urge you all to watch this as a family. Truly inspirational.



## UNIS EVENTS March 15th - Shero Stories

### Women's History Month Story Circle: A Tool for Community Dialogue

Saturday March 15, 2022 at 7pm

**ZOOM link** Webinar ID: 939 0177 0709 Passcode: 405946



In celebration of Women's History Month, the PA DEI Committee will be facilitating a Story Circle as a tool for community dialogue. Story Circles are an opportunity for listening, storytelling and sharing on a specific topic or theme.

Add to the rich tapestry of women's voices at UNIS by sharing your own personal "She-ro" story! If you would like to take part in this empowering and inclusive event, please register your interest using the **form in this link**.

We look forward to as many of you as possible joining us for this unique virtual event.

## NEWS CORNER - EQUAL PAY in USA SOCCER

### On 2/22/22 US Soccer and USWNT reached an agreement

After a years long battle, US Soccer and the United States Women's National Team (USWNT) shared in a joint statement "We are pleased to announce that, contingent on the negotiation of a new collective bargaining agreement, we will have resolved our longstanding dispute over equal pay and proudly stand together in a shared commitment to advancing equality in soccer."

The USWNT will receive \$24 million and US Soccer will provide equal pay for the women's and men's teams in all competitions, including the World Cup.

More details here on [CNN](#), and [BBC](#).



## What's in Your Wallet?

### American Women Quarters Program

Contributions of American women have often been overlooked, their accomplishments have helped shape and develop the history of the United States. Beginning in 2022, and continuing through 2025, the U.S. Mint along with the American Women Quarters™ Program will issue up to five new reverse designs honoring trailblazing American women.

The obverse of each American Women Quarters coin will feature a portrait of George Washington facing right, originally composed and sculpted by Laura Gardin Fraser 90 years ago. [Laura Gardin Fraser](#) (1889-1966) was one of the most prolific female sculptors of the early 20th century. These quarters will feature contributions from a variety of fields, including, but not limited to, suffrage, civil rights, abolition, government, humanities, science, space, and the arts. The women honored will be from ethnically, racially, and geographically diverse backgrounds.

[Janet Yellen](#), the first woman Secretary of the Treasury selects the honorees from several institutions and museums including, the Smithsonian Institution's American Women's History Initiative and the National Women's History Museum among a few. "Each time we redesign our currency, we have the chance to say something about our country - what we value, and how we've progressed as a society," said Janet Yellen.

**"Each time we redesign our currency, we have the chance to say something about our country - what we value, and how we've progressed as a society."**

Three pioneering women have appeared on U.S. coins thus far; Susan B. Anthony - 1979-81, Sacagawea - 2000-01 & 2009-11 and Helen Keller - 2003 Alabama state quarter.

They will now be joined by the following distinguished women, celebrated on the 2022 quarters:

#### Maya Angelou

##### **Celebrated writer, performer, and social activist**

The Maya Angelou Quarter is the first coin in the [American Women Quarters™ Program](#). Maya Angelou was a celebrated writer, performer, and social activist. She rose to international prominence as an author after the publication of her groundbreaking autobiography "I Know Why the Caged Bird Sings." Angelou's remarkable career encompasses dance, theater, journalism, and social activism.



#### Dr. Sally Ride

##### **Physicist, astronaut, educator, and first American woman in space**

The Dr. Sally Ride Quarter is the second coin in the American Women Quarters™ Program. Dr. Sally Ride was a physicist, astronaut, educator, and the first American woman to soar into space. After her historic spaceflight, Ride saw that her example was a powerful tool for inspiring young people, especially girls, to pursue careers in science.



#### Wilma Mankiller

##### **First female principal chief of the Cherokee Nation**

The Wilma Mankiller Quarter is the third coin in the American Women Quarters™ Program. Wilma Mankiller was the first woman elected principal chief of the Cherokee Nation and an activist for Native American and women's rights.





**Nina Otero-Warren**

**A leader in New Mexico's suffrage movement and the first female superintendent of Santa Fe public schools**

The Nina Otero-Warren Quarter is the fourth coin in the American Women Quarters™ Program. Nina Otero-Warren was a leader in New Mexico's suffrage movement and the first female superintendent of Santa Fe public schools. Otero-Warren emphasized the necessity of using the Spanish language in the suffrage fight in order to reach Hispanic women.

**Anna May Wong**

**First Chinese American film star in Hollywood**

The Anna May Wong Quarter is the fifth coin in the American Women Quarters™ Program. Anna May Wong was the first Chinese American film star in Hollywood. She left a legacy for women in the film industry. Wong appeared in more than 60 movies throughout her career. In addition to her roles in silent films, television, and stage, she landed a role in one of the first movies made in Technicolor. She achieved international success despite racism and discrimination.



sources: [usmint.gov](https://www.usmint.gov), [bbc.com](https://www.bbc.com)

**BOOK CORNER****WE SHOULD ALL BE FEMINISTS**

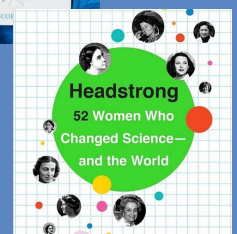
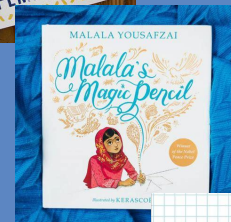
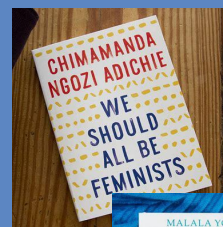
A written version of Chimamanda Ngozi Adichie's Tedx Talk about how women's equality uplifts and supports whole communities.

**MALALA'S MAGIC PENCIL**

Nobel Peace Prize winner and New York Times bestselling author Malala Yousafzai's first picture book, inspired by her own childhood.

**HEADSTRONG: 52 Women Who Changed Science - And The World**

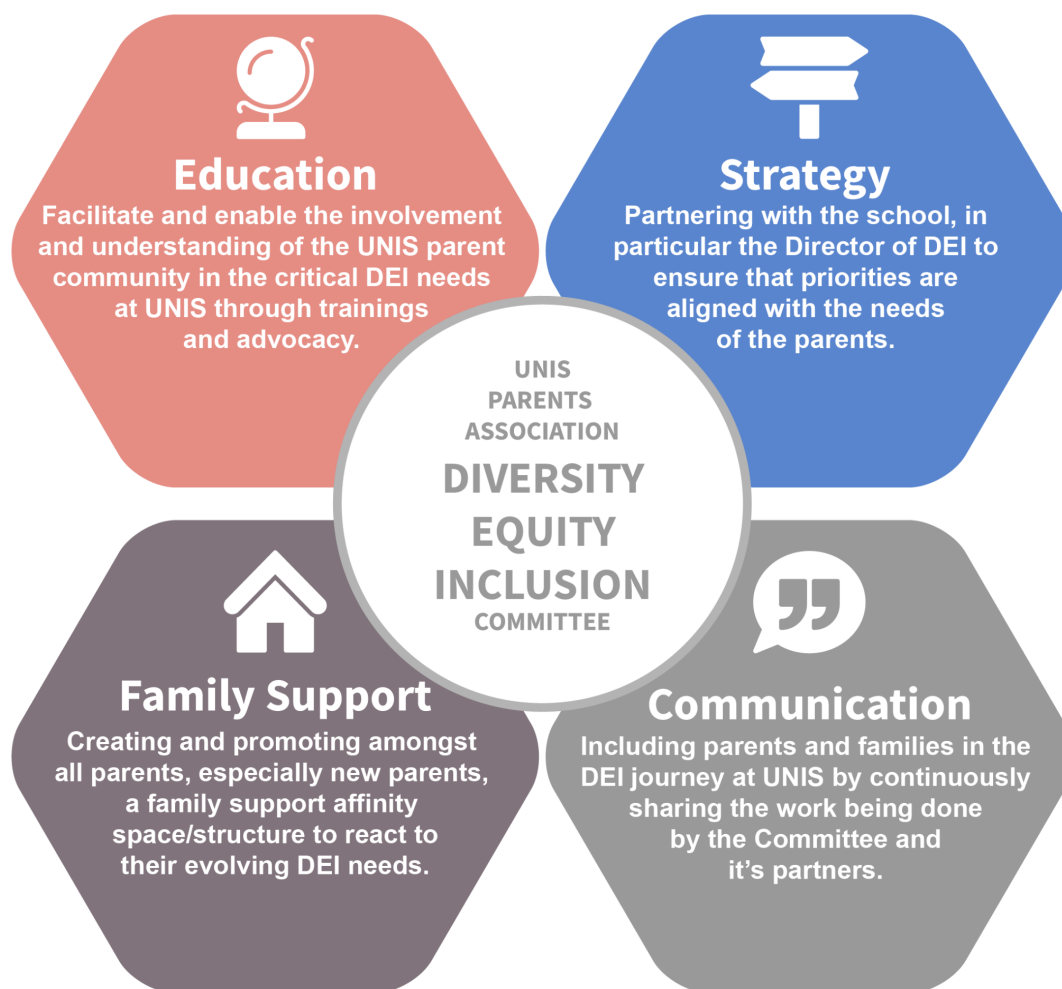
Rachel Swaby reveals 52 women at their best—while encouraging and inspiring a new generation of girls to put on their lab coats.



# About the PA DEI Committee at UNIS

“The Diversity, Equity, and Inclusion (DEI) Committee was formed during the 2020-2021 academic year to collaborate on efforts across the school community in support of the fundamental UNIS principle that acknowledging, understanding, respecting, and accepting diverse beliefs, ethnicities, cultures, and lifestyles are critical underpinnings of a successful education.

This committee will work vigorously towards equal access for all community members to participate fully in the life of the school, particularly to better involve Black American families at the school and to bring to light current events related to racism in the U.S. and globally.”



## MORE DEI at UNIS



@eib-unis  
@unisjsu  
@unisblack  
@blackatunis

Equity & Inclusion Board - [unis.org/eib](https://unis.org/eib)  
UNIS Jewish Student Union  
Black Student Union  
Black at UNIS



About UNIS - Diversity Equity Inclusion  
[To join the PA DEI Committee](#)