



Morristown Beard

School

DEIB Community Update

November 2021

Racial Justice Task Force

DEIB: Priorities and Strategic Goals

Actively audit and revise the curriculum for all grades to reflect diverse, equitable, and inclusive perspectives.

Curriculum

Professional Development

Promote cultural competency among faculty, staff, and the broader MBS community through education and training.

Student Engagement

Code of Conduct

Intentionally and purposefully ensure a safe, equitable, and inclusive school environment where every student is empowered to discover and develop their individual pathway to academic success and personal fulfillment without barriers.

Strengthen the connection to BIPOC parents by creating opportunities for them to engage with each other and the School community.

Parent Engagement

F&S Hiring/Retention

Broaden and strengthen recruitment and retention efforts of faculty and staff of color.

Boldly invest and commit the necessary resources needed to build and support the infrastructure to advance diversity, equity, and inclusion.

Financial Support of DEI

Specified Fundraising/ = in Funding

On January 21, 2021 the 2021-2026 Strategic Plan was approved, with a pillar dedicated to Diversity, Equity, Inclusion, and Belonging (DEIB) that included all of the recommendations put forth by the Racial Justice Task Force (RJTF).



STRATEGIC PLAN 2021-2026

→ ACADEMIC PROGRAM	→ WELLNESS	→ DIVERSITY, EQUITY, AND INCLUSION	→ EXPERIENTIAL LEARNING	→ ENROLLMENT MANAGEMENT
Develop academic programs to empower intellectually curious learners to ethically and responsibly meet the challenges of a world undergoing a technological revolution	Expand the range and reach of our initiatives to support the mental, emotional, and physical wellbeing of all members of the MBS community	Cultivate an anti-racist culture and an intentionally inclusive school community	Engage our community in meaningful, hands-on challenges to foster empathy, resilience, and the courage to reconsider what is possible	Expand MBS's reputation as a school of choice that focuses on each student's individual educational experience
Enhance the academic programs through ongoing appraisal of curricular initiatives, grading and assessment practices, and essential skills	Revise the wellness curriculum and rethink the place of wellness throughout the curriculum in light of the widening understanding of what constitutes "health" and "wellness"	Boldly invest the resources needed to advance diversity, equity, and inclusion	Make the distinct strengths of Performing Arts, Visual Arts, and Design Studies reasons to come to MBS	Increase alignment of the admission process and strategies with the school's curricular philosophy through more sophisticated use of data
Create and fund professional development that supports curricular initiatives, fosters faculty growth, enhances each student's experience	Build a professional development program for faculty and staff to learn about the latest research in mental health, inclusivity, self-care, and social/emotional learning and how it pertains to the learning of students	Ensure the school environment and policies are respectful, free of bias, safe, and empowering for every student	Map out clearer pathways for students committed to the Arts at MBS	Implement new recruitment efforts to expand applicant pool with a concentration on key entry points
Audit and revise the curriculum for all grades to incorporate more diverse, equitable, and inclusive perspectives	Update and expand the MBS facilities to meet the demands of a robust cross-community commitment to wellness	Strengthen the connection to BIPOC parents and alumni by creating opportunities for them to engage with each other and the school community	Expand the force and scope of "Global Studies" at MBS	Maximize accessibility for all students who seek the MBS experience
Cultivate the habits of mind and skills students will need to face the challenges of an increasingly complex world	Establish clearer, and more, lines of communication between student-led wellness initiatives, the administration and faculty, and parents	Expand cultural competency training for all faculty and staff while also providing educational opportunities for the entire MBS community	Challenge the MBS community to recognize and confront global and local interconnectedness with humility, respect, and a sense of responsibility	Ensure long term sustainability of School to support these initiatives, including growth of the endowment
	Update MBS crisis plan in light of recent national and regional pandemic	Prioritize and broaden our recruitment and retention strategies to increase the number of BIPOC faculty/staff	Guide and support the MBS community in meaningful service opportunities	Continue to provide opportunities that make the MBS experience exceptional
			Extend the reach of academic programs into communities of real-world professionals	



DIVERSITY, EQUITY, INCLUSION, AND BELONGING

OBJECTIVE:

**Cultivate an anti-racist culture and
an intentionally inclusive school community**

IMPLEMENTATION:

**Boldly invest the resources needed to advance diversity, equity,
inclusion, and belonging**

**Ensure the school environment and policies are respectful, free of bias,
safe, and empowering for every student**

**Strengthen the connection to BIPOC* parents and alumni by creating
opportunities for them to engage with each other and the school community**

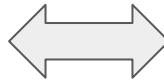
**Expand cultural competency training for all faculty and staff while
also providing educational opportunities for the entire MBS community**

**Prioritize and broaden our recruitment and retention strategies to
increase the number of BIPOC faculty/staff**



Performative DEIB Work

- **Virtue Signaling & Public Statements**
- **Contributions Approach: Overly focused on celebratory events, heroes, holidays, assemblies, and outside speakers.**
- **Placing DEIB work on the shoulders of our students**
- **“Racing” to rapidly change or incorporate new programs and curriculum without proper faculty training.**



Authentic DEIB Work

- **Having the courage to ask what institutional changes need to happen for us to live up to the values and mission of our school?**
- **Asking ourselves what it would mean for every student on our campus to have access to full citizenship at MBS, and then identifying the financial and human resources needed to actualize this commitment.**



Morristown Beard School

Code of Conduct

Ensure the school environment and policies are respectful, free of bias, safe, and empowering for every student

Handbook

Addendums have been added to our MBS family and faculty/staff handbooks that outlines the disciplinary process in relation to racial or discriminatory incidents.

Both handbooks were reviewed for gender and racial bias. Language was updated to be gender neutral and to be respectful and inclusive of different cultures and family structures.

Disciplinary Action

Administrators, deans, and guidance counselors have all adopted a **centralized process for investigating, recording, and responding to racial or discriminatory reports.**

This process will allow MBS to **measure progress**, and identify areas of growth within our institutional programming.

Restorative Work

All members of our community will be held accountable when they violate our racial or discriminatory policy, however, we have extended our work to include a restorative piece.

DEIB practitioners and the Guidance team work closely to support the education, and healing of our students when possible.



Morristown Beard School

F&S Hiring and Retention

Prioritize and broaden our recruitment and retention strategies to increase the number of BIPOC faculty/staff

Faculty & Staff Hiring Committee 20-21

The **Faculty Hiring Committee was established** to review all hiring practices, procedures, and policies to assure we identify and address bias within our hiring process.

MBS has begun to develop and **monitor a robust set of tracking metrics for each stage of the hiring process and retention.**

Expanded Search 2020-21

Extended outreach to hiring agencies specializing in minority recruitment such as Nemnet, Carney Sandoe, Educators Ally, Pivot and Atoms.

Sought out alumni, and parents for referrals

Current Progress

MBS successfully hired nine BIPOC faculty and staff members over the last two hiring cycles.

Our new hires bring our total number of BIPOC faculty and staff to 17%.



Morristown Beard School

**Building
an Office
of DEIB**

**Boldly invest the resources needed to advance diversity, equity,
inclusion, and belonging**



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DEIB Faculty & Staff Committee

This group of dedicated Faculty & Staff members assist with school-wide workshops, faculty professional development, and program planning.

The team has and will continue to participate in specialized DEIB work to help move this important work forward



Morristown Beard School

Board of Trustees

Boldly invest the resources needed to advance diversity, equity, inclusion, and belonging

- In September 2020, the Board of Trustees added seven new board members, two of who identify as BIPOC..
- The above additions bring the total number of Board of Trustees who identify as BIPOC to eight.
- **In 2021, the Board of Trustees established a DEIB sub-committee to oversee the DEIB Pillar of the Strategic Plan, and ongoing DEIB efforts.**



Morristown Beard School

Financial
Support of
DEI

Specified
Fundraising

Boldly invest the resources needed to advance diversity, equity, inclusion, and belonging

- Effective 9/1/20, all students on our buses serving **Newark, Hillside and Irvington began receiving door-to-door bus service**. Historically, students were picked up at central locations to reduce costs.
- In September 2020, our **Financial Aid Office conducted an audit with all faculty to identify all course-related expenses** (e.g., software, technology, materials and other supplies). We then created funding to assist families who receive financial aid with these additional expenses.
- Beginning in 2019, the CFO and the Director of Financial Aid, working in conjunction with the Director of DEIB, **began an initiative to streamline the process for students who receive Financial Aid to receive additional funds for school-related activities, such as athletics and other co-curriculars** that come with an added expense burden.



Morristown Beard School

Financial
Support of
DEI

Specified
Fundraising

Boldly invest the resources needed to advance diversity, equity, inclusion, and belonging

- Implemented a **donation process** that supports the experience of students of color by making it easy for donors to identify and navigate RJTF-related funding options.
- Significantly **increased the budget for DEIB** to allow for more consistent, campus-wide initiatives and to support ongoing professional and community development.
- Enhance student access by increased funding to **expand the number of DEIB offerings** (retreats, conferences, speakers).



Morristown Beard School

Admission

Boldly invest the resources needed to advance diversity, equity,
inclusion, and belonging

Admission DEIB Sessions

The office of DEIB and Admission have partnered to offer prospective families **DEI Info Sessions**.

Alonda Casselle will be the touchpoint on the Admission Team for DEIB inquiries.

Strengthening our relationship with NJ SEEDS

MBS is working to **strengthen our relationship with NJ Seeds**.

We are currently **piloting a program** to extend outreach to our SEEDs students and families.

This new program will include more frequent check-ins and evolve to meet the needs of our families as we dig deeper into their experience at MBS.

Focus on Community Outreach

MBS is committed to establishing **stronger ties within the community of Morristown**.

We are beginning to build partnerships with organizations in our community.



Morristown Beard School

Advancement

Boldly invest the resources needed to advance diversity, equity, inclusion, and belonging

Accessibility to Parent Events

The School has **extended financial assistance** for all community events with an associated cost to remove financial barriers to participation.

Select Parents Association meetings have been moved from the morning to the evening.

Communications

The Office of DEIB reviews all **publications and external communications** to ensure representation of all members of our community.

The Advancement team has participated in **PD to increase awareness and understanding** of the sensitive nature of featuring BIPOC community members in external publications.

Fundraising and Parent Events

To increase parent engagement and equitable access, a decision was made in 2021 to **separate fundraising efforts from Parent Association community events**.



Morristown Beard School

Professional Development

Expand cultural competency training for all faculty and staff while also providing educational opportunities for the entire MBS community

Internal PD led by MBS F&S

MBS Faculty and Staff Members participated in 10+ DEIB trainings led by members within our community during the 2020-21 school year.

The entire Humanities faculty will participate in a one-day DEIB training focused on building culturally responsive classrooms and facilitation skills led by the DEIB Committee.

Internal PD led by DEIB Consultants

2020-21, Dr. Diana Artis led specialized DEIB sessions for Admissions, Advancement, College Counseling, Deans, our Faculty Hiring Committee, Chairs, and full faculty.

2020-21 The entire faculty attended a training session entitled LGBTQIA 101 with Dr. Jennifer Bryant.

2020-21 The entire Advancement Team attended an NJAIS workshop on 10/28/20, "*Anti-Racism and Advancement*"

External PD by Outside Organizations

2020-21 A group of five Faculty and Staff members attended a workshop series hosted by the DEI practitioner Ali Michaels.

2021-22: Eleven faculty and staff members from our DEIB, Wellness, and Dean teams will participate in a Multicultural Competency wellness course.

Members of our Faculty and Staff will attend the 2021 People of Color Conference.



Morristown Beard School

Curriculum

Expand cultural competency training for all faculty and staff while also providing educational opportunities for the entire MBS community

CCEL Program

CCEL curriculum is designed to reflect our mission and values while enabling students to improve intercultural competence, communication skills, and problem-solving.

MS and US students were offered 20+ workshops and events over the 2020-21 school year.

Course Curriculum

We currently offer over 15 courses that cover various topics of identity, i.e., gender, sociology, race, etc.

Our faculty continues to diversify the texts and narratives presented in their respective courses.

MS: 2020-21 DEIB Workshops offered throughout the year.

Future Initiatives

Our office of **DEIB is working on curating a selection of Social Science courses** that would reflect the multiple identities represented among our student body.

There is potential for this sequence of courses to support the academic pathway for students participating in the “Ethics, Leadership, Justice.” track within our Interdisciplinary Concentrations Program (ICP.)



Morristown Beard School

Parent Engagement

Strengthen the connection to BIPOC* parents and alumni by creating opportunities for them to engage with each other and the school community

Crimson Conversations

A collaboration between the office of DEIB and Anderson Library, this quarterly series aims to build and extend parent engagement with the intellectual conversations happening at School.

2020-21: We offered 6 Crimson Conversations events.

2021-22: More to come..

Parents Association

To continue to promote equity in our parent offerings and practices, **MBS evaluated our Parents Association events and offerings to reduce potential for bias.**

To increase engagement and access to the Parents Association, MBS began to offer **more on-campus events.**

MCC Parent Group

The Multi-Cultural Collaborative is a parent organization designed to foster, support, and guide ethnically diverse families at MBS

After being founded independently by BIPOC families five years ago, MBS is trying to find additional ways to partner and formalize their presence on campus.



Morristown Beard School

Black Alumni Alliance

Strengthen the connection to BIPOC* parents and alumni by creating opportunities for them to engage with each other and the school community

Black Alumni Alliance

Formed during the summer of 2020, the MBS Black Alumni Alliance (BAA) is comprised of apx. 70 Black alumni ranging in class years from 1998-2019.

The goal of the BAA is to, “create a community that addresses the needs and concerns of all MBS students and alumni who identify as members of the African diaspora.”

Community Uplifting

Members of the BAA have enriched our current student-body as keynote and guest speakers in ASMs, leadership forums, and within our Student Justice Clubs.

Student Mentoring

In 2021, the BAA piloted a student mentoring program. The group has extended their outreach to parents, and will continue to build out the program into the 2021-22 school year.



Morristown Beard School

Student Engagement

Many conversations within the RJTF surrounded the experience of our Black and Latino students. Last year, several Asian and Jewish students expressed the desire and space for their voices and experience with racism and discrimination to be heard, prompting the creation of two focus groups.

Jewish Student Focus Group

Apx. 12 students met five times last year to share their experiences as Jewish students at MBS.

These students were instrumental in expanding our Survivor Speaks program to our parent population.

This group of students also created a video they shared during ASM that highlighted Jewish culture, history, and the importance of Israel to Jewish people.

Two students from this group attended a Board of Trustees Meeting in the Spring and shared their experiences with Antisemitism on-campus and their hope for future programming.

Asian Focus Group

In May, we formed an APPI student focus group to discuss their collective experience, and hopes for MBS.

The group would like to see more representation in curriculum and school programming, and increased admissions effort to attract AAPI students.

This focus group has only formally met once and will continue these important conversations this year.

Ongoing Focus Groups

We will continue to identify underrepresented groups within our MBS student community and provide space for listening sessions.



Morristown Beard School

Student Athletes

“Sports can break down barriers in ways that other areas of society can struggle to match by encouraging participation, integration, and diversity.”

Australian HR Commission

Captains Council

We began informally working with Team Captains in 2020-21.

This year, the Athletic Department established a **Captain's Council** and, in conjunction with the Office of DEIB, piloted a program to equip our Team Captains with the skills needed to promote a positive team culture, encourage sportsmanship and healthy interpersonal relationships.

Athletic Policies

The CFO and the Athletic Director reviewed and modified the process for athletic team banquets and senior athletic gifts, so that families with financial needs can participate and receive aid in a confidential manner.

***All coaches participate in a DEIB training at the beginning of the season.**

Sports Equity

We hope to identify additional funding during the 2021-22 school year to ensure every student has access to the required equipment for all sports offered at MBS.



Morristown Beard School

Student Engagement

Expand cultural competency training for all faculty and staff while also providing educational opportunities for the entire MBS community

DEIB Retreats and Forums

2020-21 US MBS Student Diversity Leadership Summit: 50 student leaders participated in a full-day program to build community and understanding.

2020-21 the entire MS participated in a Diversity Leadership Workshop series.

2020-21 over 20 students participated in a half-day LGBTQIA+ on-campus forum

2022 We will run two weekends of our traditional Diversity and Inclusion Retreats.

Student Conferences

2020-2022 MS students participated in the **Gill St. Bernard's Diversity Conference**

2018 - 2021 Students and other constituents from MBS attend the **Far Brook Widening the Lens Conference**

Student Justice Clubs

- Kaleidoscope (US & MS): Multicultural Club
- Glow (US & MS): Girls Leading the World
- Spectrum (US & MS): Gay-Straight Alliance
- Mental Health Matters (US & MS)
- Green Team (US & MS):
- Lotus (US): Body positivity
- Sports Leadership (MS)
- Step Team (US)
- Student Justice Committee (US & MS)



Morristown Beard School

Student Space

Boldly invest the resources needed to advance diversity, equity,
inclusion, and belonging

THE INTERSECTION





Morristown Beard
School

[ABOUT](#)

[ADMISSION](#)

[ACADEMICS](#)

[ARTS](#)

[ATHLETICS](#)

[STUDENT LIFE](#)

Stronger Together

Students at MBS come together inside and outside of the classroom to create an inclusive community of understanding.

[Diversity, Equity, Inclusion, & Belonging](#)

[Racial Justice Task Force](#)

[Black Alumni Alliance](#)

[CCEL Curriculum](#)

[Student Clubs & Activities](#)

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