

AACS Kingdom Unity Association Meeting Notes

June 7, 2022

- Change from DEI to Kingdom Unity: speaks to the goal (true unity and oneness across the AACS community of believers)
- Define Kingdom Unity: A Christ-centered approach to diversity, equity, and inclusion. As a covenant Christian school, we desire to pursue the AACS mission in a way that honors the diverse attributes of every member of our community, according to God's Word.
- We have identified five areas of focus in this pursuit of unity, which are aligned with the school's strategic plan: The 5 C's

Kingdom Unity Highlights 2020-2022

→ Director of Kingdom Unity Operational Framework and Planning Guide

- ◆ Cedrick Dickens, Director of KU, created this comprehensive document after researching best practices and meeting with other diversity leaders at Christian schools to define the scope of work for his role and the department, build action plans, and ensure the work is sustainable and scalable.

→ Kingdom Unity Council

- ◆ The council was established to equip, train, and advise school leadership, faculty, and staff regarding obstacles and opportunities related to unity. The council meets regularly and provides support to Cedrick, faculty, and staff.

→ KU Data Collection and Analysis Team Created

- ◆ Administered surveys, identified existing school data to analyze (test scores, discipline data, etc.), and plan to do more surveys of community members that will inform KU work.

→ Student-led C.A.R.E.S Council

- ◆ Student-led initiatives in the US to help foster unity, including regular meetings and discussions.
- ◆ We are looking into similar opportunities for middle and lower-school-aged children.

→ **Staff/Faculty Professional Development**

- ◆ KU Council and Cedrick have delivered professional development training for faculty and staff on topics related to having uncomfortable conversations, cultural sensitivity, and effective communication.

→ **Curriculum Advising**

- ◆ Select KU Council members will be participating in curriculum planning meetings to speak into curriculum content with an eye toward inclusive historical accounts, diversity in literature, and differentiated instruction to meet the needs of diverse learners.

→ **AACS Discipline Matrix and KU Support**

- ◆ KU Council was involved in updating the discipline matrix. Cedrick (and sometimes the council) have provided support when a KU-related incident has occurred.

→ **KU webpage (under construction)**

- ◆ will contain information and resources that teachers and families can access.

→ **KU Chapel series at Upper School**

- ◆ Panel discussions and speakers

→ **Community connection activities**

- ◆ e.g. STEM/Northrop Grumman; MS/US dance program (potential) being established to build connections across common interests and bring more diversity to areas that aren't very diverse—like encouraging more young women to get involved in STEM fields.
- ◆ Other school-wide, community engagement activities are underway for the 2022-2023 school year to create opportunities for cross-cultural conversations and to help build connections within the AACS community.