

Collegiate School

Equity and Belonging Roadmap Updates on Initiatives

Collegiate has constructed a roadmap to chronicle and highlight our journey towards building and sustaining an equitable environment in which all members feel a deep sense of belonging - being seen, heard, and valued. These initiatives cross all constituencies in our community; valuing our students' voice and recognizing the necessity for a communal and collaborative effort between all of our community members.

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Students	Handbooks and Policies -Both the Middle and Upper school handbooks were reviewed and rewritten, providing clear and specific language around how to report discriminatory (racist and biased) incidents, along with potential consequences for such infractions, including restorative options. Additionally, our US Community Standards Committee, led by faculty, shifted its training and procedures to better align with these policies.	Gender and Health -Our US health program educates about the health and wellness of LGBTQIA+ community, moving beyond the cisgender, heteronormative paradigm. A strong understanding about sexual health, including consent, safe sex practices, and other components, allows our students to engage in healthy relationships.	Jamaa and More -Jamaa, which means family in Swahili, is Collegiate's oldest continuous racial affinity group, started in the late 1960s. Over the years, the program has expanded to include the middle and lower school students of color, along with a special monthly meetup that brings together all three divisions. Additionally, we hold space for our MS and US Pride groups, which is an affinity group for those who identify with the LGBTQIA+ community. More recently, we added Moksha, a South Asian affinity group. We both anticipate and plan to create space for new affinities groups as our students continue to find their voices.

<p>Faculty and Staff</p>	<p>Curriculum Review -All three divisions, K-12, are actively participating in a curriculum mapping initiative led by Dr. Anna Carello and the Academic council. Culminating in a fall '22 report, in which we will identify areas of redundancy and interdisciplinary connection. We will use the report to inform course offerings and the overall direction of the academic program.</p>	<p>Recruitment and Retention -Collegiate actively attends job fairs to bolster our recruitment of candidates of color and/or who identify with the LGBTQIA+ community. In February 2022, we held a Collegiate virtual open house for educators and recruiters to learn about our school and our equity initiatives. We are deeply invested in long-term recruitment and relationship-building efforts. Additionally, we offer adult affinity groups, professional development opportunities, and a mentorship program to provide support for our faculty and staff.</p>	<p>Equity and Belonging Office -The Equity and Belonging Office currently includes an administrative assistant, North Quest facilitators*, and a lower school divisional coordinator. We plan to expand and include a middle and an upper school divisional coordinator.</p> <p>*North Quest is a group for adult members of the community who act as facilitators for our affinity groups to practice skills, learn language, and receive support. The meetings are geared toward improving our leadership of our respective affinity groups, including student and adult groups.</p>
<p>Community</p>	<p>History Engagement -As a community, we decided to change our mascot to one that reflects and celebrates our collective pride as Dutchmen. The process necessitated that we actively engage with our nearly 400 year history, much of which is a source of pride. In doing so, we also recognized a need to include more opportunities to discuss the dynamic Collegiate history, some of which includes moments that do not reflect our current equity practices.</p>	<p>Training and Support -Our faculty and staff participate in continued equity and belonging training, providing support for them to learn language and, more importantly, to be able to support students when a conflict occurs. Similarly, our parent and alumni community have multiple opportunities to learn more about equity and belonging through interactive workshops and sessions led by Collegiate and outside facilitators.</p>	<p>Community Conversations -From our “Conversations” series, in partnership with the Parent Association, to the sessions and workshops with our alumni, parents, and board members, there are various opportunities for different constituents to learn and grow together. Much of our work prioritizes relationship building, which is a fundamental component of creating an environment where folks can feel seen, heard, and valued.</p>