



DIVERSITY, EQUITY, AND INCLUSION



LAKESIDE
S C H O O L

Lakeside School is a diverse community – students, families, and employees come from a variety of backgrounds and experiences.

Our diversity is part of our strength, and our mission.

Every person at Lakeside is involved in the work of making Lakeside a more equitable and inclusive learning community. We want every member of our community to feel a sense of belonging, and know they are seen, heard, and valued.

STUDENT PROGRAMS

Affinity and alliance groups: Affinity and alliance groups are an important part of students' learning and community experience. The program supports students' understanding of their identities and what it means in a larger societal context, while developing a positive sense of self.

Upper School groups are led by students and supported by adult advisors. Groups meet weekly or monthly during dedicated time. Groups in 2020-2021 were the Native American Student Alliance; Latinx-Hispanic Affinity Group; South Asian Affinity Group; Black Student Union; Multicultural Initiators eXperiencing and Encouraging Diversity; Lakeside Asian-Pacific Students; Student Awareness Council; Interfaith and Spirituality affinity group; Chronic Illness and Disability Affinity group; Gay, Lesbian, or Whatever LGBTQ+ alliance group; and Lakeside Anti-Racist Students.

All **Middle School** students participate in an affinity group facilitated by trained Upper School students, who are supported by a faculty or staff member. Groups meet monthly and are followed by intergroup discussions and activities in advisory groups. Affinity groups in 2021-2022 were facilitated for Black, South Asian, East Asian, Latinx, Multiracial, White, and LGBTQ+ students.

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STUDENT PROGRAMS, CONT.

Peer facilitation: Upper School students can participate in a program to learn how to facilitate meaningful conversations in an environment that fosters active listening, mutual understanding, and personal connection.

Student dialogues: Students regularly participate in developmentally appropriate, structured dialogues with peers regarding aspects of diversity, equity, inclusion, and belonging.

Conferences and retreats: Students regularly participate in regional and national conferences.



Upper School affinity groups BSU and LATISPA table at the student festival May Day.

FAMILY PROGRAMS

Lakeside's Parents and Guardians Association (PGA) hosts a variety of groups and resources related to equity and inclusion. In 2021-2022, the PGA hosted seven affinity groups for parents and guardians, as well as an alliance group focused on allyship and anti-racism.

Every member of the Lakeside parent and guardian community is welcome to participate in the T.J. Vassar Diversity and Community Committee, which is focused on supporting the school community in its efforts to understand, embrace, and promote diversity and inclusion.



Parents and guardians meet at a PGA-sponsored affinity group.