

# Dublin School



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## Dublin School's Antiracism Statement

September 8, 2020

Dublin School believes in truth and courage, and, guided by these values, we explicitly affirm our identity as an antiracist educational institution. Since we recognize that racism is systemic, we believe that the work of consistently identifying, describing, and dismantling racism requires an active, sustained, multi-level approach that addresses how racism shows up on institutional, interpersonal, and intrapersonal levels. As our Mission states, we believe in empowering both individuals and the community. We appreciate that we have a responsibility to build the skills of all community members so that we are *all* equipped to see, resist, address, and dismantle racism in ourselves and in our institution.

We understand that systems of oppression like white supremacy, heterosexism, and classism are interlocked, resilient systems that often reinvent themselves in order to continue threatening, silencing, killing, and oppressing. We stand in a moment of woefully late national reckoning—with white supremacist violence targeting Black and Brown communities, rampant Anti-Asian xenophobia, upticks in hate crimes against transgender people, and rises in antisemitic expressions, to name a few trends. We recognize that these patterns are not new; they are historic. We recognize that institutions—including ours—have failed to adequately serve the students we teach in ways that center dignity, that prevent these forms of oppression, and that pave the way for a promising, equitable future. Faculty, staff, and administrators are pursuing personal commitments that we believe will serve and reinforce our institutional commitments.

With deep respect, we recognize the work and leadership of Black, Indigenous, and People of Color (BIPOC) activists, scholars, and writers who have been calling on institutions to do this work for too long. With deep gratitude, we affirm the calls from our students, alumni, and faculty and staff to take responsibility and to do better. With deep humility, we recognize that there is much work ahead of us, and it is work we are called to do *together*.

We commit ourselves not only to believing but acting and working to make our antiracist beliefs and values alive, aligned, and central.

We commit to:

- Continuing to expand the diversity of the composition of our Board, especially in terms of racial and ethnic identity.
- Securing funding for programs, professional development, and community experiences that both celebrate all the members of our multicultural community *and* advance institutional antiracism work.
- Hiring, retaining, and empowering more BIPOC faculty, staff, and coaches.
- Developing deeper relationships with BIPOC alumni and families, specifically through the Alumni and Development Office and the Dean of Students' Office.

- Examining course content, learning objectives, texts/materials, and teaching methods through a racial equity lens, exploring how white supremacy and white cultural norms impact these aspects of academic life.
- Expanding and complicating course content and professional development around race and racism to a global, non-binary, non-U.S. centric perspective.
- Requiring all Dublin School classroom teachers to set annual equity-focused professional goals and review them yearly with the Academic Dean, Dean of Faculty, and Director of Equity, Justice, and Belonging.
- Exploring and responding to the impact of white privilege on Dublin's culture.
- Expanding and deepening community conversations, resources, and professional development around mental health, particularly on how racial trauma impacts mental health.
- Fostering a stronger culture of listening and collaboration.
- Collaboratively building protocols and resources that support expanded and deepened affinity group time.
- Interrogating how faculty, staff, and students perceive power dynamics and agency.
- Increasing enrollment inquiries from BIPOC students while simultaneously strengthening institutional awareness and appreciation for student diversity along intersectional lines: class, race, geography, gender, sexual orientation, learning style, etc.
- Expanding restorative justice practices in all aspects of school life.
- As school leaders, using our individual and collective voices to bring attention to injustices and oppression both within our community and beyond.

We understand and embrace our responsibility as a privileged institution not only to take a hard look at ourselves but to make substantial changes that will work to dismantle racism and other systems of oppression at Dublin and beyond. We commit to consistently evaluating our programs, policies, practices, and traditions, asking if what we are doing as an institution is both supporting *and* empowering our community members and their diverse needs and gifts.

In order to hold ourselves accountable to the changes that we need to make, we will (1) incorporate robust external surveys that evaluate data around belonging, equity, and justice every four years; (2) use our standard Objectives and Key Results approach to pursue antiracist objectives; and, last, (3) use an antiracist policy and decision-making tool for administrative decisions.

While it will take courage for all of our community members to meaningfully engage in the necessary steps of committing to antiracism, it does not take courage to name the truth: systemic racism has shaped our world, our institution, and all of our lives, and it is our responsibility to understand, address, and dismantle it. Please join us in these antiracism commitments so that we can co-create a world where everyone can thrive and where our values align with truth, courage, and justice.

Sincerely,



Robert C. English '86  
President, Board of Trustees



Bradford D. Bates, P '17, '19  
Head of School



Rachael Jennings  
Dir. of Equity, Justice, and Belonging