



**Parent Diversity Committee and  
Diversity, Equity, & Inclusion Office**

## WELCOME BACK RPCS!

The 2022-2023 school year got off to a racing start! Students and faculty returned to campus excited for a new school year filled with opportunities for learning and growing. On October 11, 2022, the Parent Diversity Committee gathered for the first meeting of the school year to reinforce the committee's goals with new parents, share feedback based on a new PDC survey, and promote exciting events and initiatives developed by the Office of Diversity, Equity and Inclusion. Dr. Owens reintroduced the Stronger Together Action Plan, which will guide diversity and inclusion efforts within our community. Be on the look out for important updates and opportunities taking place this school year. To learn more about our Stronger Together Action Plan, click [here](#). Find out more about the Parent Diversity Committee by following this [link](#).



**PARENT DIVERSITY COMMITTEE MEETING  
DECEMBER 7, 2022  
12:30PM - 1:30PM**

**VIA ZOOM  
JOIN ZOOM MEETING  
[HTTPS://US06WEB.ZOOM.US/J/82926423881](https://us06web.zoom.us/j/82926423881)  
MEETING ID: 829 2642 3881  
PASSCODE: DIVERSITY**

**ALL RPCS PARENTS/GUARDIANS ARE INVITED  
TO PARTICIPATE.**

## BIPOC BUSINESS OF THE MONTH

To honor Native and Indigenous members of our community, the DEI office will be supporting [the Reservation](#) which was founded by Ashley Miner in 2016. This walking tour honors the history of the American Indian community of East Baltimore. In conversation with her elders, Ashley came to realize there were many sites of significance that are no longer recognizable on the landscape or prominent in public memory. We ask that you join us in learning more about Baltimore's Native community and support the Reservation during the month of November.

# DIVERSITY, EQUITY & INCLUSION HIGHLIGHTS

## LOWER SCHOOL

The Lower School community gathered frequently to celebrate all things DEI! In September, the K-5 student body came together for morning meeting with Ms. Mercado to celebrate Hispanic Heritage Month and listen to the story of Celia Cruz, a famous Cuban-American singer. Our 4th graders were visited by Upper School student, Samantha Arthur-Merow on Indigenous People Day to learn more about her Lenape heritage through storytelling.



## UPPER SCHOOL

On October 26, 2022, students gathered in the Sinex to hear from Elaine Gomez, who is the Co-Founder of Latinx in Gaming. Ms. Gomez shared about her experiences as a young Puerto-Rican woman navigating an industry that isn't heavily promoted within communities of color. Leaders of student affinity groups, tech/gaming students, and school leadership also participated in a special lunch with Ms. Gomez, where they were able to socialize with each other and ask additional questions about her career. We are so grateful that Ms. Gomez was able to join us! [Click here](#) to learn more about her nonprofit, Latinx in Gaming.



## MIDDLE SCHOOL

Middle School students had their hands full this month with the kick off of DEI lessons through the Advisory Program. Students were introduced to the concept of identity and discussed creating healthy peer relationships with others who identify differently or have different cultural practices. Through a series of activities and guided discussion, Middle School students were engaged and excited to be in community with one another.

In addition, students designed the commons area of the Middle School to celebrate Dia de Los Muertos and honor their ancestors and display their learning of the Mexican holiday.



## AN EVENING WITH HEATHER MCGHEE



On October 13, 2022, author Heather McGhee joined our community to discuss her acclaimed book *The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together*. Her work is a masterful examination of how we got here: divided and self-destructive, materially wealthy but spiritually starving and wildly unequal. Thank you to Boys Latin, Bryn Mawr, Friends, and Roland Park Country School for this collaborative effort. A special thank you to members of the RPCS community who participated in this wonderful event.

## RESOURCES FOR YOU

These resources are provided to stay engaged on your journey within DEI. While all these resources may not work for you, select one and try it on to see how it fits. Our goal is to offer information that could reach and stretch you in ways that strengthen your awareness. See what you think!

- Heather McGhee's [NY Times Article](#)
- [46th Annual BAIC Pow Wow](#)
- [Talking to children about Diversity, Equity, and Inclusion](#)