

## **2022 Annual Report of Diversity, Equity & Inclusion at The Frederick Gunn School**

The Frederick Gunn School is committed to the moral character development of our students and faculty. To become a force for good in the world, we work to understand how influential we are as individuals. We have a duty, as engaged citizens in our realm of influence, to stand bravely against injustice by providing mercy for ourselves and for one another. After a year of change and challenge, The Frederick Gunn School asks what does it mean to build a culture of forgiveness of social woes and transgressions while setting a standard for restoring norms of compassion within the community? The answer to this question brings forth our task to develop socially responsible citizens who wield positive moral character and courage to work towards an inclusive, and just space for communal growth and academic excellence.

In the 2020–21 school year, The Frederick Gunn School developed a [comprehensive institutional agenda](#) around Diversity, Equity, and Inclusion. As part of that agenda, we agreed to accountability with our community at large. This annual report represents our continued commitment to transparency. It will report on the work of the 2021/22 academic year, looking back into 2020/21 where helpful.

### **● All-School Student Learning |**

- In 2021/22 The Frederick Gunn School used Bryan Stevenson’s *Just Mercy* as an anchoring document in establishing community on campus. The school’s student body was meant to engage with one another with love and grace while making decisions based on what’s right and just.
- We used the advising meetings to engage students in DEI on a monthly basis.
- We worked to transition our Affinity Groups from a club structure to a more appropriate location between our DEI work and Student Activities.
- Martin Luther King Jr. Day and guest speaker [Reginald Dwayne Betts](#)
- We have stated a goal of refining our academic curriculum, which began in partnership with our Summer 2021 Center for Citizenship and Just Democracy [Faculty Retreat](#).

### **● Building a Diverse and Inclusive Community |**

- Internal Policies
  - We stated that we would enhance channels for accountability and feedback. While there is work left to do in this area, one addition that was made was that the Student Handbook’s expectations on peer-to-peer interactions become more robust

in what language is deemed as harmful to community-building, specifically harassment and bigoted language:

“The Frederick Gunn School does not tolerate harassment or discrimination, and the school seeks to provide a community where every individual is treated with respect and dignity. Transgressions of this nature creates a hostile environment such that the conduct unreasonably interferes with, limits, or denies an individual educational access or opportunities.”

- Student Admissions
  - All Admissions Officers engaged in workshopping around how bias can show up in the interview process, therefore building our capacity to build a welcoming and inclusive enrollment experience.
  - Continuing to grow the number of diverse students considering The Frederick Gunn School as well as diverse students accepted and ultimately enrolled in the school
  - Partnering with ABC, IYM, SEEDS, and 360 Academy to activate a more racially and ethnically diverse applicant pool.
  - The development of the *Highlander Grant* to allocate financial aid strategically to increase diversity within our enrollment
  - Our goal was to allocate increased financial aid to students of color and to increase our percentage of enrollment of students of color year-over-year, both of which were accomplished in our first round admissions results in the Spring of 2022.
- Employment
  - The school committed to sharing and posting all open positions on job boards that focus on diverse candidates, such as NEMNET and Prep for Prep.
  - During the summer months of 2022, all staff will receive anti-bias training.
  - The school committed to a standing DEI section in our all employee monthly newsletter
  - Hired a Chief People Officer who assists in coordinating professional development around DEI for all employees
  - During the spring term, the school completed a review of our Admissions and Employment website landing pages through the lens of DEI. Out of that review, came a list of suggestions. This list was shared with the Communications team who has already started to make progress and will continue this work throughout the summer.

- **Internal Leadership |**

- Beginning in Fall 2021, Director of DEI now on Leadership Team
- The internal Executive Task Force on DEI continued into its second year, and includes our Head of School, Director of DEI, Chief People Officer, Director of Admissions, the Chief Development Officer, and the Assistant Head for Teaching and Learning.
- The Board also voted in Spring 2021 to form a standing Committee on Diversity, Equity, & Inclusion.
- The development of the Professional Growth Task Force provides a direct avenue for DEI adult work together. The various groups will be used as a space for faculty and staff to explore ways to utilize diversity, equity, and inclusion in their respective roles on campus.
- The DEI Department will further its coordination with Bart McMann and the Center for Citizenship and Just Democracy to scaffold the school's mission to develop community-driven and socially responsible graduates.
- The Director of Diversity, Equity, & Inclusion will also be working with the Chief People Officer to develop faculty-facing Diversity, Equity & Inclusion professional development.
- "Opportunitteam" is a new initiative to provide avenues for faculty peer leadership. It is a focus group of faculty members who will help to organize and execute diversity-based programming with faculty and students.
- Beyond the professional development work outlined above, voluntary groups of faculty have also been attending book clubs to explore the texts *Critical Race Theory* (Delgado, Stefancic, Harris 2020) and *The Lies that Bind* (Appiah 2018).
- Outcomes Include:
  - More faculty members developing competency in DEI work on a student level
  - A corps of faculty who can develop norms and facilitate broader conversations around inclusion and equity on campus
  - Reinforce the Working Diversity Statement in DEI programming
    - Initiating Brave Spaces
    - Develop Mission-Driven Programs with and about Affinity Groups
- **Outside Expertise and Networking |**
  - The Frederick Gunn School continued its work with [Martha Haakmat](#) as a consultant to work with the Senior Team and the Board. She worked with senior administrative teams and to develop a more comprehensive institutional DEI experience for faculty, employees, and students. Outcomes will include:
    - Working directly with Senior Administration

- Working with the Admissions Department
  - Our Director of Diversity, Equity, and Inclusion was welcomed as a member of the CAIS Commission on Diversity Equity and Inclusion
  - Faculty members Tim Poole and LaDarius Drew presented at the National Association of Independent Schools People of Color Conference.
- **Work to be Done |**
  - We stated that we would review the FGS College Counseling process, and this work was not completed in 2020-21.
  - Regularity of feedback from involved students and faculty in programs
  - Review the College Counseling process with a focus on equity for all of our matriculating students
  - Development of robust calendar of cultural, DEI, and anti-bias events and programming both on and off campus
  - BIPOC alumni network
  - It is an ongoing goal to regularly seek feedback from alumni, parents, students, faculty and administrators. There is more work to be done in this area.