

# WARDLAW + HARTRIDGE

Pioneering. Thinkers.

August 11, 2023

Dear Wardlaw+Hartridge Community,

As the Diversity, Equity, Inclusion, and Belonging (DEIB) Coordinator this coming school year, I would like to thank Dr. Crafton for supporting me and the continued efforts of this important work.

In this role, I will support W+H in its continued efforts to ensure that all members of the school community across divisions and roles as well as our processes, including our curriculum, special events, etc., are reflective of the school's mission:

The Wardlaw + Hartridge School prepares students to lead and succeed in a world of global interconnection. We provide an educational atmosphere characterized by academic challenge, rigorous inquiry, support for individual excellence, diversity, and a familial sense of community.

The school's mission as well as my values that I live and work by – resilience, resourcefulness, and conscientiousness – guide my approach to teaching and mentoring, which mirror the core values of W+H, especially integrity, support, diversity, and community. My overall experience as a diversity practitioner and my appointment as the Grades 6-12 English Department Chair draws upon my comprehensive set of skills, which will be both valuable and transferable in supporting and collaborating with all divisions and staff at W+H with the continued work of DEIB to create a community of compassion and care.

Important to my skill development and identity formation is my upbringing. I am the only child of a Haitian single mother, who modeled courage in the face of adversity. She taught me that acknowledging what currently is does not take away from one's power to envision and work towards what could be. In fact, it is a necessary first step to reaching potential. I will be encouraging all members



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of our community to continuously consider the following questions (adapted from Dr. D-L Stewart, writer and professor) in their respective roles “to acknowledge what is to envision what could be,” whether one is a student, teacher, parent, alumnus, administrator, or staff member:

Diversity: Who’s in the “room”?

Equity: Who is trying to get into the “room” but can’t? Whose presence in the “room” is under constant threat of erasure or struggle?

Inclusion: Have everyone’s ideas been heard?

Belonging: Can everyone be their true selves at W+H? How can we inspire all identities? How can we further uplift and support marginalized voices?

In addition, while the work is constantly evolving, please be on the lookout for periodic updates of highlights and areas of growth as well as opportunities to contribute to discussions around topics related to DEIB. This work is more than one position and one identity but needs to be a collective effort that highlights the intersectionality present in our diverse community. With both the ongoing work and the expectations you have of me, I humbly ask for your continued grace, support, and patience. I look forward to working with all of you!

Warm regards,  
Maxime Sinal  
DEIB Coordinator  
Grades 6-12 English Department Chair