



DEIB/AID@RPS

A Review

2017-Formation of AID

A small group of faculty, invested in strengthening the diversity on campus.

Advocates for Diversity and Inclusion was founded.

Notable event was our first annual Stand Up for the Other Day.

2021 - Partnerships and PD

We partnered with Liza Talusan, Ph.D, to lead both faculty/staff and parents in recognizing the challenges in addressing DEI work and having hard conversations.

We also ushered in the consultant expertise of OESIS/Six Seconds to help us create a blueprint for continued engagement in the DEIB initiatives on campus.

Presentations

AID presentations during faculty meetings.

The AID “trio” presented as keynote speakers at annual OESIS conference.

AID presented at annual NJAIS Diversity/Equity Conference on our approach to DEIB management at RPS.

Curriculum

Complete revision of curriculum and source materials in the Upper School Humanities Dept. to reflect global diversity.

Middle School implementation of diverse works of literature.

A focus in the Lower School on visible representation.

Participation

Annual participation by faculty at the NAIS People of Color Conference (POCC)

Annual participation by a select group of students at the NAIS Student Diversity Leadership Conference (SDLC)

AID trio attendance at the NJAIS Widening the Lens Conference (2023)

2020 - COVID Summer

Several committees were formed to address issues surrounding equity and justice relating to RPS.

Parents and alumni attended and participated in forums and discussions that provided many insights to elevate our campus’ sense of belonging.

AID Trio

Rather than taking what appeared to be the standard approach to running a DEIB program at an educational institution, RPS pivoted to an approach that identified three current faculty/staff who have an invested interest in this issue to coordinate DEIB implementation on our campus.

Speakers

Liza Talusan
lizatalusan.com

Gene Batiste
genebatisteconsulting.com

Six Seconds
six.seconds.org

Implementation

Professional Development training modules that all of our faculty and staff completed. A year long course has been developed for new faculty.

New courses such as AP African American Studies

Student activities, ex: Cultural Fair, Diwali, Lunar New Year, Iftar, BSU wax museum, GSA Pride trip

2024 and beyond

Third year of doing the Educational Vital Signs survey (EVS)

Off-campus experience-based learning trips to various culturally-significant destinations.

Continuation of monthly AID meetings.

Stand Up For the Other Day