

# WARDLAW + HARTRIDGE

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September 11, 2024

Dear Wardlaw+Hartridge Families,

I am excited to share with you important updates regarding our continued commitment to building and maintaining a deep and abiding sense of Belonging at Wardlaw+Hartridge.

Last year, our Diversity, Equity, Inclusion, and Belonging (DEIB) Committee, which includes students, alumni, parents, faculty, and staff created DEIB Vision and Mission statements, which were shared with the community ([and again here](#)). These guiding documents help us to set goals and chart a course of action as we move ever onward.

The Committee also provided several recommendations at the end of the school year. Some of the recommendations are being put into place immediately, while others will take more time and consideration. I am grateful for the time, energy, and positive spirit of Committee members and the entire community, many of whom shared helpful feedback via engagement surveys administered in the spring. The collective feedback from each constituent group was utilized this summer to frame our work for the coming year.

One immediate change we are making to the structure of this work is the formation of subcommittees which will allow us to be more nimble and responsive to campus needs. These subcommittees will meet with much more frequency than the larger DEIB Committee did in prior years. Subcommittees will begin work immediately on several items, including:

- \* developing a path for reporting concerns/incidents and a clear process for handling such reports
- \* beginning formal training on successfully leading this work
- \* establishing metrics for measuring our success along the way



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Community members will learn more about subcommittee opportunities in the coming weeks.

Communication about the work we are doing is also an area we can improve upon this year. More frequent updates to the community will be provided. In addition, we will be implementing new channels for feedback to ensure that all voices are heard and so we can continuously improve efforts based on your experiences and suggestions.

Enhanced professional development and staff training will continue through a new partnership with Kean University's Diversity Council on Global Education and Citizenship. Beginning with DEIB subcommittee members, we will expand training to all faculty and staff. This partnership will provide us with expertise, guidance, and myriad resources, and we are grateful for the collaboration.

Every member of our school community has made a deliberate choice to be here. Regardless of ideology, background, or experience, every member deserves to be valued, respected, and heard. We are enthusiastic about these initiatives and believe they will foster a more inclusive and supportive environment for everyone.

Warm regards,  
Dr. Corinna Crafton  
Head of School