



Diversity, Equity, Inclusivity, Justice & Belonging (DEIJB) Map 2021-22

Version 1.0

April 29, 2022

Purposes

- Clarity - what's going on, what do we want
- Responsibility - who is tasked to do what
 - Titles, charters, duties
- Priority - what is needed next
- Transparency - available to all community members
- Accessibility - open for feedback from all constituents
- Longevity - a living, breathing document

This is a work in progress.

Foundational documents

- Mission of the School
- Three core ideals
 - Community
 - Progressive Education
 - Equity and Diversity

Any changes to these foundational documents would be made by the Board in conjunction with the community. This DEIJB map uses these documents as the bedrock for all work.

- Gender Equity Policy

This document is developed by faculty and students, and supported by the Board DEI Committee.

Process

- Faculty DEIJ Mapping Task Force
 - Brittany, Leo, Amy Sloboda, Kathy, Susan, Grace
- Development of initial framework for document
- Faculty discussions and drafts (ongoing)
- Student Council input (Jan. 2022)
- Parent input and ideas (Feb. 2022)
- WPO feedback (ongoing)

Four major domains

Curriculum (C)

Ensuring that our program cohesively and coherently meets our foundational documents.

Representation (R)

Ensuring that we represent the broader community in our membership through the lens of the multiple cultural identifiers in our mission.

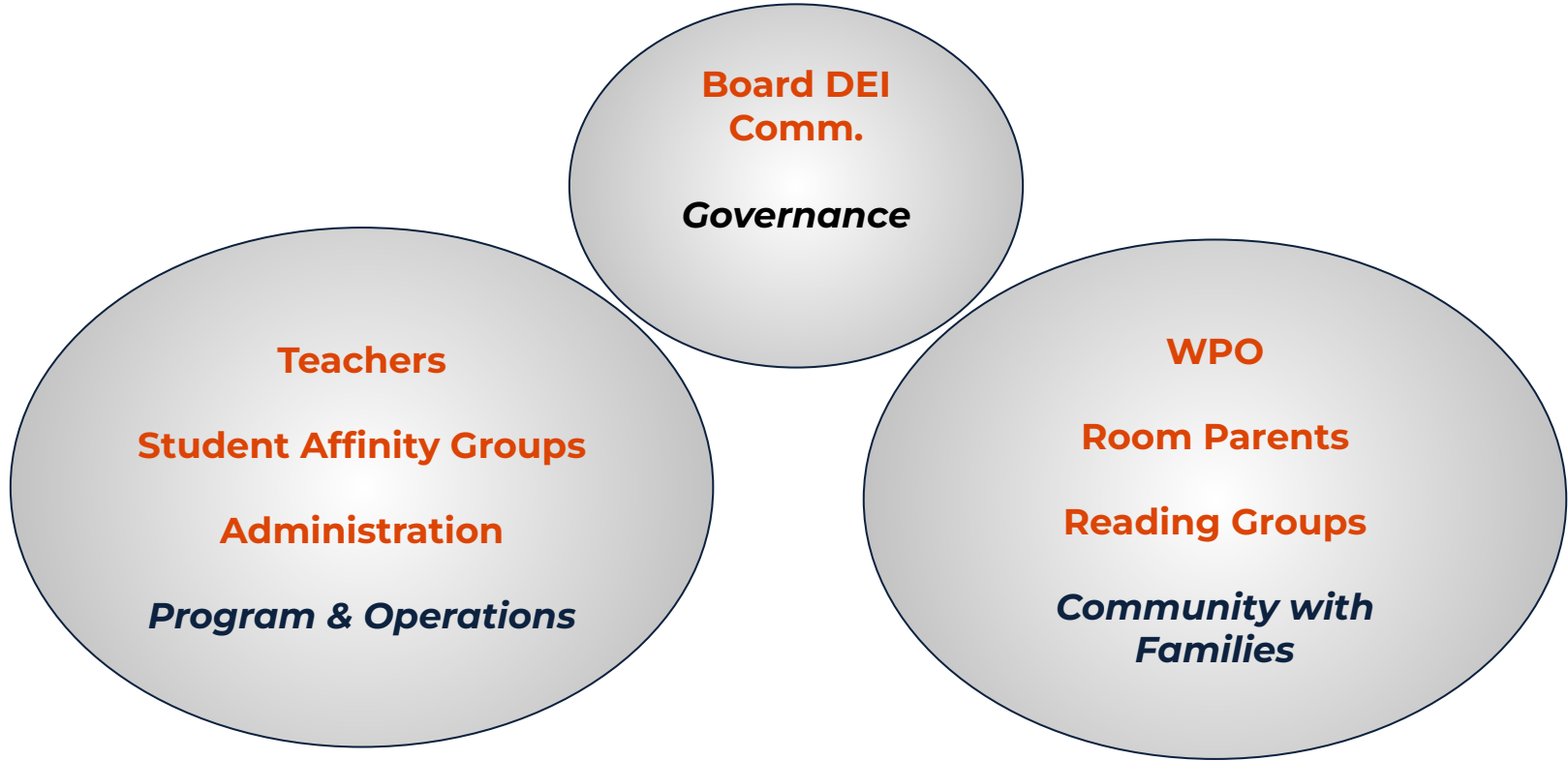
Policies & Practices (P&P)

Ensuring that we document, demonstrate, and communicate actions that support our foundational documents.

Spaces & Places (S&P)

Ensuring that community members have supportive groups in which to gain knowledge, generate fellowship and empowerment.

The Map (simplified)



The Map (in detail) - charters, responsibilities, membership

- Board DEI Committee
- Waverly Parent Organization
- Employee Handbook Task Force
- Parent & Guardian Antiracist Reading Group
- Flexible Tuition Committee
- Administration
- Gender Equity Task Force
- Admissions Committee
- LGBTQI+ student affinity groups (MS, HS)

**Parts of the map that are known but not yet filled in
(we have these roles & groups at Waverly now, but we need to
connect to DEIJB and/or place these on the map)**

- Student LGBTQIA+ ally spaces (e.g., Gender Sexuality Alliance)
- Student leadership (Ravens, Student Council)
- Room parents
- Annual Fund class agents
- Development Committee (Board)
- Diverse Learners Parent Group

What's not on the map (yet) - ideas from groups (see survey form to provide feedback)

GROUPS (student, family):

- BIPOC Student ally & affinity groups
- White antiracist student group
- LS affinity groups
- Parent / Family ally & affinity groups
- Parents / Family group for school policies and procedures
- Faculty DEIJB committee

PEOPLE / ROLES:

- Overall DEIJB Director / Coordinator
- DEIJB Program Director
- ES Librarian with DEIJB focus

PROGRAM

- DEIJ Curricular scope and sequence for PS-12
- Representation syllabus (curriculum, spaces and places)
- Defined community outreach partnerships

What's not on the map (yet) - continued

SPACES / PLACES

- Permanent visual displays on campus of DEIJB commitments
- Spaces for religious and faith-based expression

TRAINING

- [SEED](#) training (Seeking Educational Equity and Diversity)
- Annual DEIJB training for all employees (August start-of-school)
- Athletics DEIJB training prior to coaching
- Neurodivergence and universal design training

POLICIES / PROCEDURES

- Religious and faith-based expression policies
- Faculty evaluation specific to fulfilling DEIJB scope and sequence
- Statement on appreciation vs. appropriation
- Business Offices policies and procedures RE local investments for purchases
- Hiring policies defined (internal, external)

Whom might I go to with questions about...

Curriculum?

- Division Director

Employee professional development?

- Division Director or Head of School

Parent volunteering (e.g., “How can I offer my time and engagement?”)

- WPO Chair or committee
- Division Director
- DEIJ Board Committee

Parent guidance (e.g. “How should I talk to my child about a topic on equity and inclusion?”)

- Classroom teacher
- Division Director

Whom might I go to continued

Hiring practices and employee representation?

- Administration

Student and family representation?

- WPO Chair or Committee Chair
- Administration

Funding?

- For classroom activities - Division Chair (or WPO for fundraising)
- For programmatic expenditure - Division Chair
- For strategic initiatives - DEIJ Board Committee

Big thorny issues?

- Depends - possibly the Head, Division Directors, DEIJ Committee Chair, Board Chair, School Counselor, etc.

Next Steps

1. Feedback & edits (students, employees, families, trustees)
 - a. Is the current map accurate? Edits / changes
 - b. What else is missing on the map?
2. Prioritizing the next pieces of the map
 - a. Survey to all constituents above
 - b. Where would you most want the school to invest its time / resources / efforts in fulfilling our goals?**
3. Publication of results and plans for growth
4. Public posting of map for community access
5. Build, revise, create