



January 25, 2021

Dear Waverly Families,

We hope everyone is safe and well. As promised, we will continue to update you on the school's work in many areas over the weeks ahead. Today's update focuses on the school's DEI efforts. Please look for a letter later this week on our plans for bringing students back to campus for in-person activities starting in February.

California Conference for Equity and Justice (CCEJ)

[CCEJ](#) is finishing up the revisions to their report (thank you to all who provided feedback) and preparations for the next stage of their work with our community. We will have the final report and a webinar on restorative justice circles with an accompanying reflection guide ready to send out to the community on Monday, February 1.

Throughout the month of February, participants who are interested in joining upcoming restorative justice circle processes will be matched with a circle facilitator for a brief interview and to get answers to any questions they might have. After these individual meetings, circle facilitators will be offering two-hour group prep sessions to participants registered for specific restorative justice circles. Participants will also receive supplemental material for independent preparation and reflection in advance of the circle.

Each restorative justice circle will require one to three sessions. Circle Session One is dedicated to processing harms and narrative sharing for the participants around the designated conflict or theme. Circle Session Two (and potentially Three) is dedicated to creating recommended agreements and action steps for the participants and the Waverly community at-large.

Love and Justice

We are gearing up for a new semester of Love and Justice offerings and programming. We will miss Robyn Park and the energy and knowledge she brought to her students, and are excited to

share that [Ismalis Núñez](#) and [Christine Saxman](#) are joining the teaching team this spring! Ismalis and Christine will work in concentrated units with each grade level over the course of the semester to give students an opportunity to build racial literacy and racial consciousness, tools to engage in conversations about race, and skills to build healthy interracial and intra-racial communities. This series will allow students to see themselves as agents of change within their community.

Parent Workshops and Book Group

In addition to their work with high school students, Ismalis and Christine will be offering the following parent workshops on Zoom during the second semester:

Processing the CCEJ Report: Feb 8, 2021, from 6:00 to 8:00 p.m.

Building Interracial Relationships through Dialogue: March 8, 2021, from 6:00 to 8:00 p.m.

This is a two-hour workshop designed to support all parents in deepening relationships across race. The workshop will provide insights and frameworks to identify how to make interracial friendships and working relationships more just. The workshop will help participants explore cultural differences in dialogue and identify practices for healthy interracial dialogue.

White Parents and Conversations about Race with Children: April 12, 2021, from 6:00 to 8:00 p.m.

This is a two-hour workshop designed to support white parents and guardians to reflect on how to have conversations about race with their white children and children of color. Parents of color are also welcome to attend and share their experience raising children of color.

Participants will explore young people's stories in addition to current scholarship and recommendations about talking with young people about race, including Jennifer Harvey's *Raising White Kids: Bringing Up Children in a Racially Unjust America*.

Parent Book Series April 26, May 3, May 10, May 17, May 24 from 6:00 to 7:30 p.m.

Finally, Ismalis and Christine will facilitate a book series on an antiracist text with structured activities and discussion. Each session will be one and a half hours. Ismalis and Christine will work with interested participants to finalize selection of the text.

Looking forward,

Heidi Johnson
Head of School