



DIVERSITY, EQUITY AND INCLUSION: THE YEAR AHEAD

THE BREARLEY SCHOOL
2020–2021

FACULTY AND STAFF PARENTS STUDENTS ALUMNAE BOARD OF TRUSTEES ALL

AUG

SEPT

OCT

NOV

DEC

JAN

FEB

MAR

APR

MAY

JUNE

8/10 Alumnae Town Hall Presentation on Admin and Board of Trustee DEI Initiatives
8/17 Alumnae Town Hall Presentation on Admin and Board of Trustee DEI Initiatives
8/24 Presentation for Faculty and Staff: Learning from Black@Brearley
8/25 Faculty Presentation on DEI Summer Curricular Changes
8/25 Faculty Review of Policy Against Racism, Bias and Bigotry, New Discipline System and Code of Conduct
8/26-27 Beyond Diversity for New Staff at Brearley, Dalton and Spence
8/31 Faculty and Staff Antiracism Workshop (Pollyanna Inc.)

10/5 Meeting: Brearley Antiracism Advisory Groups (ARAGs) Reps @ Board of Trustee DEI Committee Co-Chairs
10/7 Parents of Students of Color Gathering
10/7 DEI Lesson: Identity-Based Harm (Classes V/VI)
10/9 US Equity Advisory Session
10/9 Class V Code of Conduct Training
10/15 Faculty and Staff Presentation: Dr. Mica McGriggs
10/17, 27-28 Parent/Family Training: Building an Antiracist Community at Brearley: Roles for Families (Pollyanna Inc.)
10/20 Lower School Dialogue Meeting
10/20 Code of Conduct Training (Classes VII/VIII)
10/22 DEI Lesson: Identity-Based Harm (Classes VII/VIII)
10/23 Faculty and Staff of Color (SToC) Meeting
10/26 Parent Antiracism Advisory Group (ARAG) Meeting
10/28 Faculty and Staff Workshop with QuiltEd

ALSO IN OCTOBER
EnGenderEd focus groups with MS and US Parents

12/1 Parent/Family Training: Racism and the Brain: How does Racism Affect Thinking and Learning? (Pollyanna Inc.)
12/1 Upper School Diversity, Equity and Inclusion Assembly
12/2-5 NAIS People of Color Conference (PoCC) and Student Diversity Leadership Conference (SDLC)
12/3 Faculty and Staff Equity Leadership Groups (ELG)
12/4-6 National Summit for Courageous Conversations About Race
12/7 US Equity Advisory Session
12/8 Board of Trustees Diversity, Equity and Inclusion Committee Meeting
12/9 Faculty and Staff Antiracism Advisory Group (ARAG) Meeting
12/10 Faculty and Staff of Color (SToC) Meeting
12/11 MS Equity Discussion (Classes VII/VIII)
12/16 Parents of Students of Color Gathering

2/3 Parent/Family Training: How Do We Create and Sustain Multiracial Friendships and Connections within a School Community? (Pollyanna Inc.)
2/5 Lower School Day of Service
2/11 Faculty and Staff Equity Leadership Groups (ELG)
2/18 Faculty and Staff Antiracism Advisory Group (ARAG) Meeting
2/18 Carney Sandoe Diversity Hiring FORUM
2/19 Faculty and Staff of Color (SToC) Meeting
2/23 Lower School Dialogue Meeting
2/23 MS Equity Discussion (Classes VII/VIII)
2/27 Teacher of Color Recruitment Fair, Atlanta

ALSO COMING IN FEBRUARY
NYS AIS Job Fair to Promote Diversity, NYC
Nemnet Diversity Career Fairs for Educators, Boston
Dates to follow

4/13 Class VII/VIII Equity Discussion
4/15 Faculty and Staff of Color (SToC) Meeting
4/15 Faculty and Staff Equity Leadership Groups (ELG)
4/20 Faculty and Staff Antiracism Advisory Group (ARAG) Meeting
4/27 Lower School Dialogue
4/27 Parent/Family Training: What Are Antiracist Strategies for Family Allies, Activists and Co-Conspirators? (Pollyanna Inc.)

ALSO COMING IN APRIL/MAY
Alumnae Weekend DEI Programming
NYS AIS Diversity Symposium @ Lycée Francais
The Dalton Conference
Dates to follow

6/3 Faculty and Staff Antiracism Advisory Group (ARAG) Meeting

9/2 Faculty and Staff Workshop with QuiltEd
9/3 Discussion of Faculty Summer Read: *How To Be an Antiracist* by Ibram X Kendi
9/8 MS/US Student Antiracism Orientation
9/9 MS/US Code of Conduct and Discipline System Orientation
9/10 Class VI, VII, VIII Code of Conduct Training
9/14 Lower School Kids' Digest: Commit to Creating an Antiracist and Inclusive School Community
9/17 Webinar for Current Families: What Does it Mean for Brearley to be an Antiracist School?
9/22 Board of Trustees Antiracism Training (Pollyanna Inc.)
9/23 General Meeting of Brearley Antiracism Advisory Groups (ARAGs)
9/23 Faculty and Staff of Color (SToC) Meeting
9/30 Board of Trustees Diversity, Equity and Inclusion Committee Meeting

ALSO IN SEPTEMBER
EnGenderEd presentations to DEI Committee, Antiracist Advisory Groups and the Brearley Board of Trustees

11/4 Faculty and Staff of Color Healing Circle with Gloetry Assembly
11/4 US/VII/VIII Student of Color Healing Circle with Gloetry Assembly
11/5 Faculty and Staff Antiracism Advisory Group (ARAG) Meeting
11/10 Parent/Family Training: A Historical Perspective—How Has Systemic Racism Shaped the History (and Current Society) of the United States? (Pollyanna Inc.)
11/11 MS Equity Discussion (Classes VII and VIII)
11/11 Prep for Prep Virtual Gathering
11/18 Faculty and Staff of Color (SToC) Meeting
11/19 Alumnae Antiracism Advisory Group (ARAG) Meeting
11/20 MS Equity Discussion (Classes V VI, & VII)
11/20 Student Antiracism Advisory Group (ARAG) Meeting
11/20 Class V Identity-Based Harm Review and Reflection Writing
11/24 Thanksgiving Assembly: Service Learning and Civic Engagement

ALSO IN NOVEMBER
EnGenderEd Focus groups with LS parents and US and MS students

1/13 Faculty and Staff of Color (SToC) Meeting
1/13 MS Equity Discussion (Classes VII/VIII)
1/14 LS Assembly in honor of MLK Jr.
1/21 MS/US Equity Assembly in Honor of MLK Jr.
1/26 Faculty and Staff Antiracism Advisory Group (ARAG) Meeting
1/27 Belonging at Brearley US Student Conference
1/27 Parent/Family Training: How Do We Create and Sustain Antiracist Homes? (Pollyanna Inc.)
1/27 Carney Sandoe Diversity Hiring FORUM
1/30 Teacher of Color Recruitment Fair, Atlanta

3/2 Parents of Students of Color Gathering
3/4 Carney Sandoe Diversity Hiring FORUM
3/5 US Equity Advisory Session
3/16 Faculty and Staff Antiracism Advisory Group (ARAG) Meeting
3/17 Faculty and Staff of Color (SToC) Meeting
3/17 Board of Trustees Diversity, Equity and Inclusion Committee Meeting
3/25 Carney Sandoe Diversity Hiring FORUM

ALSO COMING IN MARCH
NYS AIS Job Fair to Promote Diversity, Hudson Valley
Alumnae Board Antiracism Training
Student Antiracism Advisory Group (ARAG) Meeting
Parent Antiracism Advisory Group (ARAG) Meeting
Alumnae Antiracism Advisory Group (ARAG) Meeting
Dates to follow

5/5 Faculty and Staff of Color (SToC) Meeting
5/6 MS/US Diversity, Equity and Inclusion Assembly
5/7 US Equity Advisory Session
5/10 MS Equity Discussion (Classes VII/VII)
5/11 Family Training: What Does Next Year Look Like? Reflecting on Antiracism and Finding the Way Forward as a Family Community (Pollyanna Inc.)
5/12 Parents of Students of Color Gathering
5/18 Board of Trustees Diversity, Equity and Inclusion Committee Meeting
5/20 Faculty and Staff Antiracism Advisory Group (ARAG) Meeting

ALSO COMING IN MAY
NYS AIS Diversity Practitioners Conference
Student Antiracism Advisory Group (ARAG) Meeting
Parent Antiracism Advisory Group (ARAG) Meeting
Alumnae Antiracism Advisory Group (ARAG) Meeting
Dates to follow

**Dates for advisory and student discussions are approximate and subject to change.
**Time and location information will be emailed three weeks before event.*

DIVERSITY EQUITY & INCLUSION

2020–2021

AT BREARLEY

Dear Members of the Brearley Community,

Our Roadmap to Equity was created with the intent to serve as a visual representation of the Brearley School's annual equity-based programming and learning. Each year we share with you the engagement points for students, faculty and staff, parents/families, alumnae and trustees. This year the Roadmap reflects a continuation of our pursuit of an equitable and inclusive school community as well as our recent, crucial commitment to becoming an antiracist institution. The Roadmap offers an overview of transformational partnerships, valuable in-house professional development, and annual events that facilitate our school's growth and reflection. We are particularly grateful this year for the contributions of students, parents and alumnae who have done much to push this work forward.

The Roadmap reflects all programming scheduled to date and will live on the Brearley website, nested under the “About” and “Diversity and Equity” tabs.

Thank you for your continued engagement and commitment.

Best,
Dr. Tanya Huelett
Director of Equity and Community Engagement

Ms. Samantha Hosein
Assistant Director of Equity and Community Engagement

DESCRIPTIONS OF PARTNERS AND PROGRAMMING

ARAGS: Antiracist Advisory Groups. These four constituency groups (students, parents, faculty/staff, and alumnae) are charged with supporting Brearley's progress towards becoming an antiracist community. ARAG members meet with one another and send representatives to share feedback with the Board of Trustees' Diversity, Equity and Inclusion Committee.

BEYOND DIVERSITY™: Beyond Diversity™ is a two-day seminar designed to help participants understand the impact of race on student learning and investigate the role that racism plays in institutionalizing academic achievement disparities. New faculty and staff members are required to participate as part of their orientation to Brearley.

BOARD OF TRUSTEES DEI COMMITTEE: This committee partners with the administration and interfaces with stakeholders in supporting and expanding the work of confronting anti-Black racism and developing Brearley's plan to become an antiracist school community.

BELONGING AT BREARLEY: Belonging at Brearley is a day-long Upper School student conference. With support from the Office of Equity and Community Engagement and the Dean of Students, student leaders create space and structure to discuss issues of identity and belonging at Brearley. The goal is to inspire students to reflect on the ways that their own identities, assumptions and behaviors shape the culture at Brearley, and to provoke ongoing conversation and work to make Brearley a more equitable and inclusive community.

THE DALTON CONFERENCE: A day-long conference aimed at educating and training school leadership (alums, parents, students, administrators, diversity practitioners, trustees, faculty and staff) to broaden and improve inclusion within the diverse communities of New York City's independent schools.

ENGENDERED: Using a qualitative and inquiry-oriented approach, Dr. Charlotte Jacobs and Dr. Katie Clonan-Roy are conducting an equity audit of the Brearley School. The audit will analyze all facets of our school ecosystem through an equity lens: the experiences of school community members; the practices, policies and programs that seek to uphold our school's mission and vision; and the education of the key decision-makers within the school community.

EQUITY LEADERSHIP GROUPS (ELG): These small groups of adults from across divisions and departments meet throughout the year and participation is required of all faculty and staff. Led by members of The Office of Equity and Community Engagement and the Faculty and Staff ARAG, the groups facilitate a shared exploration of issues of equity, inclusion and identity at Brearley.

GLOETRY ASSEMBLY: Gloetry partners with schools providing talking circles to young women between the ages of 10 and 18. They facilitate retreats and well-being sessions for educators to support them emotionally and mentally. Additionally, Gloetry trains teachers on the art of circle practice using the restorative justice and non-violent communication models.

LOWER SCHOOL DIALOGUE: The Lower School Dialogue meetings are intended to support the faculty in ongoing reflection and discussion about issues related to diversity, equity and inclusion. Through these meetings, we hope to become a more engaged, cohesive and empathic community among adults and be the best educational practitioners for our diverse students.

LOWER SCHOOL FACULTY/MIDDLE SCHOOL ROOM TEACHER AND ADVISOR/UPPER SCHOOL GRADE HEAD WORKSHOPS: Division-based faculty and Advisory workshops are intended to prepare specific faculty groups in each division to support student and faculty discussion on topics of race, sex, gender, religion, sexuality and socioeconomic status.

MIDDLE/UPPER SCHOOL EQUITY ASSEMBLIES: Joint assembly programming for Middle and Upper School explores current events and contemporary social and political issues. Guests include notable speakers, activists, advocates and professionals over the course of the year. These assemblies serve as supplements to the annual Thanksgiving Assembly and Dr. Martin Luther King, Jr. Assembly, whose content generally speaks to topics of social justice and social change.

NYSAIS DIVERSITY CONFERENCE: The New York State Association of Independent Schools' Diversity Conference is committed to in-depth explorations of our diverse identities.

NAIS PEOPLE OF COLOR CONFERENCE (POCC)/STUDENT DIVERSITY LEADERSHIP CONFERENCE (SDLC): The People of Color Conference provides a safe space for leadership, professional development and networking for people of color and allies of all backgrounds in independent schools. PoCC equips educators to improve and enhance the interracial, interethnic and intercultural climate in their schools. The SDLC is a multiracial, multicultural gathering of upper school student leaders from across the US. SDLC focuses on self-reflection, training allies and building community.

PARENT EQUITY PROGRAMMING: Several times throughout the year, the Office of Equity and Community Engagement gathers parents to share ideas and best practices for supporting positive identity development, moral and ethical education, and increased understanding of diversity, equity and inclusion among Brearley students.

PARENTS OF STUDENTS OF COLOR PROGRAMMING: Several times throughout the year, the Office of Equity and Community Engagement convenes parents of students of color to meet, share experiences, and create and maintain a community. This is both an affinity space and a time for parents of students of color (students who identify racially in ways other than “white”) to surface their ideas, questions and priorities.

POLLYANNA INC.: Pollyanna works with academic and other institutions to achieve their diversity, equity and inclusion goals. Through its unique conference models, discussion platforms and racial literacy curricula, Pollyanna increases cultural competence.

QUILTED: QuiltEd will train the entire faculty and individual departments on how to best implement a culturally responsive and student-centered pedagogy with a sense of well-being about each student's cultural place in the world.

FACULTY AND STAFF OF COLOR (STOC): SToC is a Faculty and Staff affinity space for community-building, mutual support and identity affirmation. SToC is open to all Brearley faculty and staff who identify as people of color.

CONTACT

OFFICE OF STUDENT AND COMMUNITY LIFE

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INTERNAL RESOURCES

OFFICE OF THE HEAD OF SCHOOL

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Maria Duckett, Director of Special Projects and Research Initiatives (212) 570-8514

ACADEMIC LIFE

Dr. James Mulkin, Jr., Assistant Head of School for Academic Life (212) 570-8546

ADMISSIONS

Winifred Mabley, Director of Lower School Admission (212) 570-8522
Melissa Cassis, Director of Middle and Upper School Admission and Financial Assistance (212) 570-8522

BUSINESS OFFICE

Rahul Tripathi, Chief Financial Officer and Chief Operating Officer (212) 570-8572

COLLEGE ADVISING

Carolyn Clark, Director of College Advising (212) 570-8591

COUNSELING AND WELLNESS DEPARTMENT

Dr. Elizabeth Donovan, Director of Counseling and Wellness (212) 570-8541

DEVELOPMENT & ALUMNAE RELATIONS

Anne S. Bergen, Chief Advancement Officer (212) 570-8619

LOWER SCHOOL

Maria-Anna Zimmermann, Assistant Head of School for Student Life;
Head of the Lower School (212) 570-8530

MIDDLE SCHOOL

Tim Brownell, Head of Middle School Student Life (212) 570-8552

UPPER SCHOOL

Betty Noel-Pierre, Head of Upper School Student Life (212) 570-8583

EXTERNAL RESOURCES

FACING HISTORY AND OURSELVES

THE CENTER FOR RACIAL JUSTICE IN EDUCATION

TEACHING TOLERANCE

THE MORNINGSIDE CENTER FOR TEACHING SOCIAL RESPONSIBILITY

STATEMENT OF BELIEFS

MISSION

The Brearley School challenges girls of adventurous intellect and diverse backgrounds to think critically and creatively and prepares them for principled engagement in the world.

Guided by a dedicated community of adults, students develop a command of many disciplines, a love of learning and a resilient and generous spirit. The bond among students and with their teachers is rooted in a passionate exchange of ideas and an appreciation for the unique and lively contributions of each individual.

A Brearley education unfolds over a lifetime. The School instills in its alumnae the confidence to pursue their ambitions and the wisdom to live balanced and purposeful lives.

DIVERSITY, EQUITY AND INCLUSION

The Brearley School believes that diversity of thought, practice and identity are essential elements in preparing students for principled engagement in the world. We believe in the importance of establishing and strengthening the structures and practices necessary to achieve equitable representation and participation in our school. We are committed to putting these beliefs into action and are therefore engaged in continuous study, self-reflection and dialogue in order to improve and adapt as we learn.

We embrace the opportunities and challenges of learning and working in a diverse environment characterized by respect and consideration for the needs of others. In partnership with faculty, staff, students, families and alumnae, we are endeavoring to instill and sustain shared values that promote a welcoming, inclusive and affirming community.

ANTIRACISM

The Brearley School condemns racism in the strongest possible terms and is committed to building an antiracist community. This work requires active introspection, self-awareness and the determination to make conscious and consistently equitable choices on a daily basis. We expect our faculty, staff, students, parents and trustees to pursue meaningful change through deliberate and measurable actions. These actions include participating in antiracist training and identifying and eliminating policies, practices and beliefs that uphold racial inequality in our community.