

# **The Seven Hills School**

## **Strategic Plan for Diversity, Equity, and Inclusion**

### **Guiding Principles**

1. It is not a school's role to advocate for a particular political point of view, but it is our responsibility to help prepare young people for informed and engaged citizenship.
2. Accordingly, like all classroom discourse, discussions of issues of diversity, equity, and justice should be balanced, open, inclusive, and respectful of the holders of all points of view.
3. Becoming a truly diverse, equitable and inclusive community is hard work which requires sustained and committed effort. We believe that this important work:
  - should be understood, embraced, and practiced by all members of the community.
  - begins with a willingness to examine honestly one's own assumptions and biases and a sincere desire to understand and learn from the experiences of other people.
  - assumes that cultural competency is a valuable skill that can be learned and developed.
  - enriches all members of our community, helping us to live fuller, more authentic lives.

### **Overall Goals and Approach**

1. Continue to build the diversity of our student population.
2. Recruit, support, and retain an administration, faculty and staff, whose diversity aligns more closely with NAIS benchmarks for peer schools in our region.
3. Provide on-going faculty training to ensure that all teachers have the necessary skills to work effectively and confidently with colleagues, students, and families from a wide variety of backgrounds.
4. Enrich the curriculum to ensure that students at all levels have opportunities to explore the rich diversity of human experience and view the world from a wide variety of perspectives.
5. Design mechanisms to engender greater student buy-in and empower students, in all four divisions, to take responsibility for sustaining an inclusive and equitable community.

### **Organizing the Work**

#### **Governance and Leadership**

1. Develop a Board-level statement that affirms the school's institutional commitment for diversity, equity, and inclusion.
2. Consider modifying the school mission statement to reflect that commitment.
3. Submit, for Board consideration and approval, a list of Plans and Priorities from the AIM process. This will constitute a Strategic Plan for Diversity, Equity, and Inclusion to guide the school's efforts over the next five years.
4. Add a standing Board committee on Diversity, Equity, and Inclusion to oversee the school's progress on this Strategic Plan.
5. Build on current efforts to ensure that those in leadership roles, both on the Board and on the school staff, are committed to and trained in cultural competency.

### **Administration and Policy**

1. Develop a timetable and budget for the implementation of the Board's Strategic Plan for Diversity, Equity, and Inclusion.
2. Hire and support a new Director of DEI to orchestrate the implementation of the Strategic Plan, focusing, initially, on student and family support, faculty training, and program development.
3. Build out and define the roles of diversity coordinators in each division to provide additional guidance and support.
4. Develop and align on a school-wide vision for multicultural education. Charge the DEI team, division heads, Middle and Upper School department heads, and Lower School curriculum coordinators with its implementation. (See Teaching and Learning below.)
5. Develop an on-going mechanism for feedback from stakeholders and a dashboard to track relevant metrics and measure progress.
6. Develop working groups and task forces charged with responsibility for various elements of the Strategic Plan for DEI.
7. Allocate ample resources of time and budget to support these efforts.

### **Faculty/Teachers**

1. Explore all avenues to increase the diversity of the administration and faculty.
2. Provide on-going training to equip all employees to work effectively and confidently with colleagues, students, and families from a wide variety of backgrounds.
3. Revise interviewing, on-boarding, and evaluation procedures to include cultural competence as a priority for hiring and professional development.
4. Provide opportunities for faculty and staff from all different backgrounds to reflect on their experiences, support one another, and work together to create an equitable and inclusive community.

### **Teaching and Learning**

1. Develop and align on a school-wide definition of multicultural education.
2. Provide on-going professional development on the goals and methods of multicultural education, by division and department.
3. Audit and map the current teaching and learning that meets this definition.
4. Use division and department meetings, summer curriculum grants, and annual faculty goalsetting to facilitate collaborative curriculum development and renewal projects.
5. Use the school's curriculum mapping software to ensure a logical scope and sequence within and across departments.

### **Student Life**

1. Refine marketing and enrollment management procedures to build an even more diverse student body and ensure that the admissions process is equitable.
2. Establish mechanisms to talk regularly with students, parents, and alumni/ae from diverse backgrounds and to learn from their experiences.
3. Explore ways to engender greater student buy-in and encourage a broader group of students to seek leadership roles in the school community.

4. Develop more sophisticated metrics to ensure that school policies are equitable and inclusive and that all students have access to all the school's programs and learning opportunities.
5. Revise student and employee handbooks to reflect clear, explicit behavioral expectations consistent with the school's commitment to a maintaining a welcoming and inclusive community.
6. Publish clear protocols for students to report incidents involving bullying and harassment.

### **Community Engagement**

1. Educate the parent community about our goals and strategies for becoming a more diverse, equitable, and inclusive community and solicit their support and involvement.
2. Strengthen affinity group offerings for parents including opportunities to support families from a wide variety of backgrounds.
3. Engage the school's alumnae/i in sharing their experiences and supporting diversity, equity, and inclusion efforts at Seven Hills.
4. Engage outside experts to provide guidance and training.
5. Partner with diversity practitioners in other independent schools to share best practices.

Adopted Jointly by:

The Schools Council (Senior Administrative team)

The Board of Trustees

May, 2021