



Rudolf Steiner School of Ann Arbor

Diversity, Equity and Inclusion



**Welcome!**

**Goals of tonight's Town Hall**

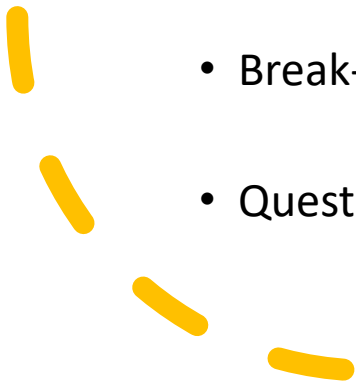
- Bring everyone up to date on our work together in this area
- Encourage all community members to get active in this work within the school
- Share our priorities for the rest of the 2021-22 school year
- Answer your questions





## Tonight's Agenda

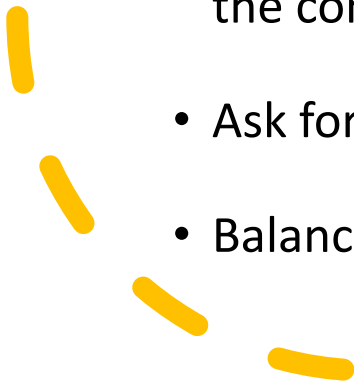
- Welcome and Communication Expectations
- Update from the three Diversity, Equity and Inclusion Sub-committees, and the College of Teachers
- Sharing of the Results of the Spring 2021 AWSNA Climate Survey
- Break-out Groups for Conversation and Input
- Questions and Wrap-up





## What are our Expectations for Our Conversations Tonight

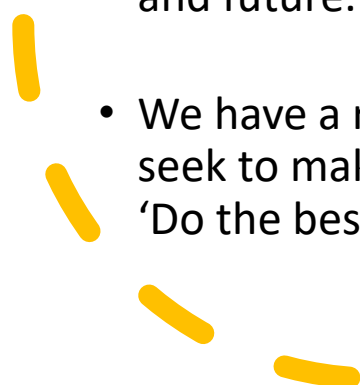
- Listen to each other
- Respect everyone's ideas and input
- Take care to treat everyone with care and support
- Focus our conversation on things relevant to the work at RSSAA and general to the community, not individual
- Ask for clarification when you need it, to avoid making assumptions
- Balance your participation – speak and listen





## Why does diversity, equity and inclusion work matter at RSSAA?

- Everyone deserves to feel welcome, accepted and comfortable in their environment, and school (whether a student or staff member) is where so many of us spend most of our day. We say that our curriculum is consciously designed to meet our students – and this is part of that design.
- All of our students are best served by a school that fully prepares them for the world they are living into – one that takes up the hard conversations of our time and society, and one that solidly grounds them in a full understanding of our society’s past, present and future.
- We have a responsibility to recognize when we have not lived up to these ideals, and to seek to make the changes that help us do better in the future – To quote Maya Angelou: ‘Do the best you can until you know better. Then when you know better, do better.’



# Diversity, Equity and Inclusion Committee A: Curriculum and Student Experience

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- DEI-Braided Curriculum is being implemented in the Curriculum Support Committee of the College of Teachers
- Committee is working on an Indigenous People's Curriculum for EC to Grade 12
- Opening a conversation and study of how to bring diverse topics into the curriculum in ways that support and include all students
- Working on event planning across the curriculum

# Diversity, Equity and Inclusion Committee B: Creating a Warm and Welcoming Community

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- Will be working this fall to fully understand the results of the AWSNA Climate Survey (more to come in a few minutes)
- Supporting Community and Faculty Training and Skill Development
- Starting conversation on how to attract diverse faculty and staff members, and then retain them
- Will be conducting a Community DEI Audit after the Climate Survey Results are understood well

# Diversity, Equity and Inclusion Committee C: Communications

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- Updated Website as a resource for the Community
- Currently working to finalize a Community Statement on Racism
- Working on creating some definitions for key terms that we can use across the curriculum
- Creating a strategy for using our Social Media outlets to keep everyone updated on our Diversity, Equity and Inclusion work

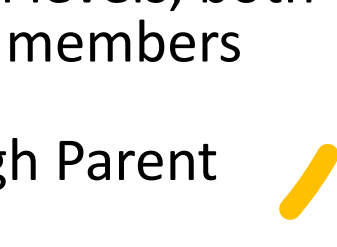


# College of Teachers

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- Study – last year and this year
- Supporting curriculum and policy work across the school – new communication expectations and practices in the High School
- Faculty and Staff Training – Sunbridge Institute Course, Summer Training and Southeast Michigan Stewardship Coalition (SEMIS)
- Monthly Observances from Early Childhood to the High School
- Changes to School Religious and Cultural Holiday Calendar

## AWSNA Climate Survey – Spring 2021

- Survey was taken by both current and former Faculty, Staff, Parents and Students in April 2021 – 150 parents, 106 students, 25 Faculty and Staff responses – 281 total
  - Survey was offered by AWSNA as an affordable way for individual schools to get insight into what is working well in the school in this area, and where there are opportunities for growth
  - We had good participation at all levels, both current and former community members
  - Results were sent to you through Parent Square last Friday
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## AWSNA Climate Survey – Spring 2021

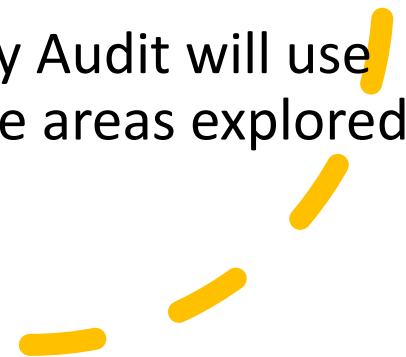
- Strengths at RSSAA
  - Relationships between staff and students are generally seen as respectful and healthy
  - Students feel generally safe at school – from sexual, physical and psychological threats
  - Parents feel that there are not many barriers to participation in school and their student's education
  - Across groups, school culture and climate is seen as positive and welcoming

## AWSNA Climate Survey – Spring 2021

- Opportunities for Growth at RSSAA
  - All groups feel that we can do a better job at preparing students to navigate successfully in a diverse society
  - All groups feel that we can do more to help students learn about, discuss, and confront issues of race, ethnicity and culture
  - Students feel we could be doing more to support them in feeling valued in our school
  - Faculty would like more support in learning about DEI issues and how to bring them into the classroom successfully

## AWSNA Climate Survey – Spring 2021

- What's Next with the Climate Survey
  - We want your input tonight through the Break-out Groups
  - All of the Diversity, Equity and Inclusion Committees, the College and the Board will be working with the results
  - The Spring 2022 Community Audit will use the results to help shape the areas explored



# Break-Out Groups – An opportunity to share your ideas, insights and questions

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## **Group 1: Student Skills and Knowledge**

What skills and knowledge do our students need to prepare for navigating a diverse society?

## **Group 2: Teacher and Staff Recruitment**

How can we best recruit a more demographically diverse teaching body?

## **Group 3: Welcoming and Belonging in Community**

How can we help all students feel more valued and like they belong in our school



## How can Community Members get more involved?

- Always seeking additional people for the three Committees, this work takes people and the more community members the better, ideally you are interested in taking action!
- Partnership in responding when concerns and problems arise – Who can you talk with?
  - School Administrator – Siân Owen-Cruise
  - Any Coordinator – Abby Kurlfink, Peggy Wilson, Ann Brennan, Heather Lomason
  - Parent Council Co-Chair – Sara Deon
  - Board Members – Elizabeth Head, Heather Rindels

