

## **Diversity, Equity, and Inclusion Committee A: Curriculum and Classroom Experience Mandate**

The Diversity<sup>1</sup>, Equity<sup>2</sup> and Inclusion<sup>3</sup> (DEI) Committee A: Curriculum and Classroom Experience is continuing after three years of good progress. The DEI Committee A reports to the College of Teachers and Board of Trustees and is responsible for developing curriculum and instructional resources that support teachers and students in more fully understanding the diverse world in which we live. The Committee is led by two DEI Committee Co-Chairs, one from the Faculty/Staff of RSSAA, and one from the Parent Community. The Committee's role is one of providing input, direction and encouragement to the College of Teachers and Curriculum Support Committee

The DEI Committee A works in the following areas:

- Curriculum – creating resources, support, and input to faculty on the curriculum from Early Childhood to the High School designed to support the aims of increased diversity, equity and inclusion. The work of the DEI Committee will be carried into the Faculty and College work through the faculty representatives from each area of the school
- Education Resources – developing connections, materials, books, and other supports that can be used by teachers across the school to further their work in their classrooms in diversity, equity and inclusion

**Members:** The DEI Committee A will be staffed by both School faculty and staff and wider community members, Board and Parent. The School Administrator will be a member. Faculty and staff members should represent all three levels of the school and both faculty and administrative individuals; and include at least one College member. The community members should include at least one Board member and parents from a variety of grades across the school. Wider community members are also very welcome.

**Decision Making:** Decision making will be done by consensus within the group according to the School Governance model. The DEI Committee A is not a decision-making group itself, but one that works with the decision-making groups of the school to forward diversity, equity, and inclusion.

**Work for the 2021-22 School Year:** During the 2021-22 School Year the DEI Committee A will work to further the goals of the Anti-Racism and Overcoming Bias Initiatives adopted by the Board and College in fall of 2020. The specific work for this year will include:

- A. Completing the creation of a First People and Indigenous Culture Curriculum (started in the 2020-21 School Year.) If this is completed during the year the committee will move on to choose another area in which to develop a specific curriculum, choosing from the cultures celebrated in the RSSAA Monthly Observances.

- B. Work to examine the ways more fully in which diversity, equity and inclusion topics are integrated into the RSSAA classroom with a focus on how to help teachers avoid causing inadvertent pain and exclusion for non-white students through a lack of understanding or lack of awareness of the way that a topic/book/activity is seen through a student with a different life experience or background. This can include seeking training and training materials, finding outside experts to assist in this process, and finding curriculum resources to help with this issue.
- C. Work towards more fully developing opportunities for inviting black, indigenous, and people of color into our classrooms to bring a more diverse experience to our students. Some of these presentations can, and should, be about the experiences of the individual's race or culture, but they can also be on very different topics, allowing non-white students to see themselves more easily in the adults around them.

### **Relevant Section of Board and College Approved DEI Initiatives**

- A. Immediate Curriculum and Classroom Experience
  - a. Fully implement both the DEI-Braided Curriculum and the African American Studies Curriculum across the school from the Early Childhood Program to Grade 12
    - i. Responsible area: College and Faculty Circles
    - ii. Next step: Needs College approval and implementation
    - iii. Resources needed: Funding for materials and training, building up of appropriate resources – DEI related books, stories, films/videos, people, plays, songs, poems, choral readings, art, movement, culture activities, potential blocks, etc.
  - b. Charge the Diversity, Equity, and Inclusion Committee with working on the next Curriculum upgrade for implementation during the 2021-22 School Year – The College of Teachers should choose the area of focus for this from the following choices: LGBT+, Native American, Latinx American Experience or Immigration.
    - i. Responsible area: DEI Committee with direction from the College
    - ii. Next step: College direction to the Committee
    - iii. Resources needed: Depending on area chosen, connection to resources and individuals who can help in the area
  - c. Develop a DEI Curriculum and Event Series with a focus on inviting black, indigenous, people of color into our classrooms – to reach individual classes, blocks in the middle and high school, and work with students on projects, mentoring and internships. The goal is to have an ongoing series each year for both the wider school community and specific classes and groups of students.
    - i. Responsible area: New small group with faculty and parents, overseen by the DEI Committee
    - ii. Next Step: Form the group and empower them to begin – from DEI Committee
    - iii. Resources needed: Time and energy to reach out and create opportunities in our classrooms

## **Definitions:**

<sup>1</sup>**Diversity** is the range of human differences that can be engaged in the service of learning, including, but not limited to: personality, language, learning styles, neurodiversity, life experiences, race, ethnicity, age, socio-economic status, culture, place, class, gender, gender identity, sexual orientation, sexual identity, country of origin, ability status, cultural, political, religious, military or other affiliations.

<sup>2</sup>**Equity** is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

<sup>3</sup>**Inclusion** is the act of co-creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

## **Diversity, Equity, and Inclusion Committee B: Warm and Welcoming Community Mandate**

The Diversity<sup>1</sup>, Equity<sup>2</sup> and Inclusion<sup>3</sup> (DEI) Committee B is entering its second year of existence and work. The DEI Committee B reports to the College of Teachers and Board of Trustees and is responsible for forming, promoting and forwarding the diversity of the school population, the creation of policies and procedures that consciously work towards equity for all community members and increasing the level of inclusion of all community members at the Rudolf Steiner School of Ann Arbor and the world. The Committee is led by two DEI Committee Co-Chairs, one from the Faculty/Staff of RSSAA, and one from the Parent Community. The Committee's role is one of providing input, direction and encouragement to other governmental areas of the school for action.

The DEI Committee B works in the following areas:

- Fostering a community wide conversation about Waldorf Education, Rudolf Steiner and RSSAA which examines both the gifts and challenges that we inherit from our institutional history. This should include both education of our community and discussion about how best to move into the coming years of Waldorf Education in Ann Arbor.
- Policy and procedures – the Committee will provide insight and input on various school policies and procedures that can enhance the DEI aims – including changing current policies that limit inclusion, creating new policies and procedures designed to support DEI aims, and working with appropriate parts of the school to understand the ways that policies and approaches are impacting this area.
- Working to create training and education opportunities for the RSSAA community. At first the priority will be on opportunities for faculty, staff and committee chairs to deepen their understanding and capacities in this area. Suggestions for training will be taken to HUB and implemented by the Carrying Groups
- Creating ways to actively recruit students, parents, teachers, administrators, board members and staff who bring a wider diversity of race, religion, gender identity, and cultural experiences to the school.

**Members:** The DEI Committee will be staffed by both School faculty and staff and wider community members, Board and Parent. The School Administrator will be a member. Faculty and staff members should represent all three levels of the school and both faculty and administrative individuals; and include at least one College member. The community members should include at least one Board member and parents from a variety of grades across the school. Wider community members are also very welcome.

**Decision Making:** Decision making will be done by consensus within the group according to the School Governance model. The DEI Committee B is not a decision-making group itself, but one

that works with the decision-making groups of the school to forward diversity, equity and inclusion.

**Work for the 2021-22 School Year:** During the 2021-22 School Year the DEI Committee B will work to further the goals of the Anti-Racism and Overcoming Bias Initiatives adopted by the Board and College in fall of 2020. The specific work for this year will include:

- A. Working with the results of the AWSNA School Climate Survey conducted through Panorama Education in Spring of 2021. The Committee will seek to understand the results, share them with the full community, and implement changes and growth suggested and called for within the results.
- B. Initiate a School Audit of policies, practices and procedures with a focus on areas of concern identified in the AWSNA School Climate Survey.
- C. Support ongoing and expanded training opportunities for all members of our community – including students, faculty, parents and staff.
- D. Work on ways to actively recruit faculty and staff members, full and part time, who bring greater diversity to RSSAA, with a priority on recruiting people of color.

### **Relevant Section of Board and College Approved DEI Initiatives**

- A. Take up a community conversation about Waldorf Education, Rudolf Steiner and RSSAA which examined both the gifts and challenges that we inherit from our institutional history. This should include both education of our community and discussion about how best to move into the coming years of Waldorf Education in Ann Arbor. Topics to be examined should be agreed to by the Board and College but include:
  - a. Deepening our understanding of the insights into human development that guide our curriculum from the Early Childhood Program to the High School
  - b. Examining Steiner's statements of race, culture and karma and understanding them both in their original context and the present moment
  - c. A consideration of what aspects of our history, including the name of our school, potentially create barriers for members of our wider community in becoming part of our school and community
- B. Deepen Faculty and Staff individual and group capacities and understanding of racism, bias and cultural sensitivity through
  - a. Faculty study at all levels of the school in the full faculty circle
  - b. College study at weekly meetings throughout the school year – to support and guide the faculty studies
  - c. Commitment to additional training for some faculty and staff members who can share their developing understanding with the wider faculty and staff group in the school.
- C. Actively recruit students, parents, teachers, administrators, board members and staff of color. Create a sustaining retention plan to support them in the school. Actively develop relationship with communities of color within the local area to forward this work. Commit to providing necessary education for potential strong teachers without the credentials needed but with the skills and capacities. As part of this consider establishing an advisory committee to the Board of individuals with skills and life experience in this area.

- D. Conduct a School Audit of policies, practices and procedures to find where unnecessary barriers to a more diverse community exist – this should include the physical buildings, handbooks and admissions materials.

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<sup>2</sup>**Equity** is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

<sup>3</sup>**Inclusion** is the act of co-creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

## **Diversity, Equity, and Inclusion Committee C: Communications Mandate**

The Diversity<sup>1</sup>, Equity<sup>2</sup> and Inclusion<sup>3</sup> (DEI) Committee C is entering its second year of existence and work. The DEI Committee C reports to the College of Teachers and Board of Trustees and is responsible for forming, promoting, and forwarding the understanding and awareness of the Diversity, Equity, and Inclusion work across RSSAA. The committee is led by two DEI Committee Co-Chairs, one from the Faculty/Staff of RSSAA, and one from the Parent Community. The committee's role is one of providing input, direction, and encouragement to other governmental areas of the school for action.

The DEI Committee C works in the following areas:

- Developing a comprehensive set of DEI and anti-racism statements that identify our commitment to consciously and collaboratively working to change our society in a positive direction.
- Maintaining and expanding our RSSAA DEI webpage, ensuring that the information shared is current, useful, and supportive of the work across the community in this area.
- Supporting the other DEI Committees in communications including ensuring that the activities of RSSAA in this area are shared both within the community and through our social media, marketing, and admissions materials.

**Members:** Ideally, the DEI Committee C will be staffed by both school faculty and staff and wider community members, Board and Parents. The School Administrator will be a member. Faculty and staff members should represent all three levels of the school and both faculty and administrative individuals and include at least one College member. The community members should include at least one Board member and parents from a variety of grades across the school. Wider community members are also very welcome.

**Decision Making:** Decision making will be done by consensus within the group according to the School Governance model. The DEI Committee C is not a decision-making group itself, but one that works with the decision-making groups of the school to forward diversity, equity, and inclusion.

**Work for the 2021-22 School Year:** During the 2021-22 School Year the DEI Committee C will work to further the goals of the Anti-Racism and Overcoming Bias Initiatives adopted by the Board and College in fall of 2020. The specific work for this year will include:

- A. Finalizing our Community Statement on Racism and supporting it through the approval process in the Board and College
- B. Ongoing work in the development of our website resources and materials

- C. Work on a set of definitions for relevant terms that can be used across the school to ensure that there is a clear and complete understanding of what we mean with specific terms
- D. Develop a communication plan for the appropriate sharing of news, initiatives and activities within the school related to the DEI Initiatives
- E. Work to identify like-minded organizations without our community that we can affiliate with to ensure that we can communicate our commitments out into the community

### **Relevant Section of Board and College Approved DEI Initiatives**

Actively work to ensure that our public presence, communication, marketing, and social media presence all forward our commitment to this work and support full community engagement.

- a. Develop a comprehensive set of DEI and anti-racism statements that identify our commitment to consciously and collaboratively working to change our society in a positive direction; can be shared with the wider community; and used to support a clear and prompt response to moments in American culture. Include an examination of the meaning of justice and how this fits into our school culture.
- b. Create a public platform (most likely on the website) for an open sharing of our annual DEI goals, for annual evaluation of our progress on the goals, a clear process for community input on the goals, and a process for annually updating our goals.
- c. Infuse our commitment to anti-racism, overcoming implicit bias and DEI issues into marketing materials, both online and printed, website and social media presence.

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