



Office of Diversity, Equity and Inclusion 90-Day Report

Stuart is a community of educational and spiritual formation where leadership skills are nurtured and developed. It is a home where educators and students alike come to know and experience God's love. The Goals and Criteria of the Sacred Heart are foundational to all we do. As such, Stuart's commitment to diversity, equity, and inclusion ("DEI") began long before I joined the Stuart community.

In alignment with its Sacred Heart Goals, Stuart initiated a DEI Action Plan this past summer. This plan would serve as a public accountability partner, ensuring that Stuart remained committed in both word and action. This action plan has helped to illuminate work that has been done and the work that yet remains. In the spirit of St. Madeleine Sophie Barat's words, "strengthen in us, O God, the work you have begun in us," my new role as the Director of DEI has been to continue that illumination and provide guidance on how to help move this work forward.

The following section is an overview of initiatives and programming established within my first 90 days as Director of DEI and a glimpse at my goals for the near future.

School-wide Culture

- Added student, parent and alumnae positions to the school Diversity Committee to ensure voices from all stakeholders are present.
 - Alumnae Board is currently forming a DEI committee. The co-chairs of this board will also sit on the school Diversity Committee.
- Participation on the Formation to Mission Committee and Strategic Plan Steering Committee.
- Leading DEI training/discussions at all Board meetings with planned retreat in April for deeper reflection.
- Continuing to meet with students, student groups, faculty/staff, alumnae, parents, affinity groups, and other stakeholders.

Communication, Transparency & Accountability

- Weekly meetings with Head of School and Division Heads.
- Participation in investigative processes at all three division levels, providing input on disciplinary action and education/training needs.
- Working with HR on related issues and performance evaluations.
- Development of a process for students, faculty/staff and parents to report incidents of discrimination and bias (to be launched in spring).
- Launch of Student Diversity Board ("SDBoard") with students from all three divisions who advocate on behalf of the student body and will assist in the integration of diversity, equity and inclusion processes, policies and programs into all aspects of student life at Stuart.
- Developing annual survey to measure DEI initiatives (to be distributed in May).
- Coordinating with Division Heads on the development of a tracking and documentation system for student disciplinary actions. With the goal of maintaining consistent records, documentation is in place starting this year going forward and will be available for auditing following first year of implementation.

Curriculum & Professional Development

- Participation on the Curriculum Committee.
- Developing a comprehensive, yearlong curriculum review plan and schedule with an anticipated implementation of revised components of US curriculum in Fall 2021. The review process will be on an annual basis until all curriculum has been reviewed and vetted.
- Facilitating diversity leadership course for grades 7-8 and all Upper School students that utilizes materials from Teaching Tolerance. This course will also leverage access to the Conference of Sacred Heart Education and the Network of Sacred Heart Schools justice resources along with media, articles, art, Stuart students and staff, and members of both the Stuart and Princeton community. The course will be mandatory for all incoming freshmen starting in the 2021-2022 school year.
- Weekly meeting with Director of National Center for Girls' Leadership to partner and/or provide feedback on leadership initiatives, programs, and service opportunities.
- Participation on the NCGLS Board.
- Expanding SEED training for faculty/staff to incorporate additional DEI elements for continued professional development throughout the school year.
- Weekly meeting with SPA's DEI Chair to partner on the development and facilitation of DEI training for parents (Courageous Conversations).

Recruitment & Retention

- Participation in the hiring process by reviewing job postings, attending job fairs and presenting recommended applicants to the Leadership Team.

Note: Diversity Committee subcommittees on the four areas listed above will present yearlong research and action recommendations in May.

Future Plans/Ideas

- DEI-focused service learning/leadership trip.
- Student-led media series focusing on DEI discussion topics.
- Student-led DEI training.
- DEI dashboard on website, providing insight to data and measuring of progress.

While progress has been made, there is still much to do. Nonetheless, I remain committed to this work because I believe in the Sacred Heart Mission and Goals. I believe DEI is intrinsic to the love of Christ, and thus, I remain "...steadfast, unmovable, always abounding in the work..." because I know that my "labor is not in vain" (1 Corinthians 15:58).

In humility and gratitude,

A handwritten signature in black ink that reads "Monique Jones". The signature is fluid and cursive, with "Monique" on top and "Jones" below it.

Monique Jones, MSW, M.Div.
Director of Diversity, Equity and Inclusion