



UNITY IN OUR DIVERSITY:

A Commitment to Diversity,
Equity and Inclusion at Stuart



WHERE WE HAVE BEEN



History of DEI work at Stuart WHERE WE HAVE BEEN

2011-2012

- DEI work initiated by Upper School counselor.
- Completed an informal needs assessment within the Diversity Committee using a brief checklist from the American Conference on Diversity.
- Sent eight students and two faculty members to [NAIS's People of Color Conference \(PoCC\)](#) and [Student Diversity Leadership Conference \(SDLC\)](#) and subsequently supervised these students with providing sensitivity to diversity workshops to all faculty and Upper School students.
- Sent a few grades in the Lower School to the College of New Jersey's Kidsbridge Tolerance Center program – a "hands-on" interactive museum with stations designed to help students create sensitivity regarding differences based on experiences, visual aids and discussions.
- First Chinese New Year celebration.
- Attended a Minority Recruitment Fair hosted by NEMNET and hired two new faculty of color for the 2012-2013 school year: Head of Lower School, Middle School Spanish Teacher

2012-2013

- Established first Diversity Coordinator position.
- Created a PS-12 Diversity Committee whose members consisted of faculty representatives and administration.
- Held first Diversity Parent Coffee in the fall of 2012, which has grown into multiple gatherings each year.
- Sent three faculty/staff to the People of Color Conference (PoCC) and a group of Upper School students to the Student Diversity Leadership Conference (SDLC).
- Hosted NAIS's Gene Batiste in April 2013 to speak on "Making the Case for Diversity." He spoke with the Diversity Committee, parents, student leaders, K-12 faculty and with the Board of Trustees.

2013-2014

- First DEI strategic Goal identified by Board of Trustees: Develop metrics to measure success of Diversity Mission Statement created by the Board of Trustees. Spurred the engagement of Diversity Directions to perform a Diversity Assessment for the school.
- Sent three faculty/staff to the People of Color Conference (PoCC) and a group of students to the Student Diversity Leadership Conference (SDLC).
- Drafted the school's Diversity, Equity and Inclusion statement in conjunction with the Board of Trustees.



History of DEI work at Stuart

- Diversity Committee began assessing how diversity issues are incorporated into the PS-12 curriculum.
- Parent Diversity Coffee Topics: Diversity Mission Statement discussion (Nov), Diversity at Stuart (Feb).
- Identified funding for sending faculty and students to People of Color Conference (PoCC) and Student Diversity Leadership Conference (SDLC).
- Pennington School Diversity Conference (July 2014) attended by College Counselor.
- [Diversity Directions Summer Seminar](#) attended by Assistant Head of Middle School, Lower School Counselor and Middle School Spanish Teacher.
- Hired six faculty/staff of color for the 2014-2015 school year: Assistant Head of Upper School, Director of College Counseling, Director of Athletics, Assistant Head of Middle School, Coordinator of Service Learning and Campus Ministry, and Middle/Upper School Spanish Teacher.

2014-2015

- Stuart Board of Trustees read *Can We Talk About Race?* by Beverly Daniel Tatum.
- Diversity Coffees: Gender, Race and Ability Stereotypes (Nov), the Student Diversity Leadership Conference (SDLC) Attendees (Jan), "I'm Not A Racist Am I?" (Apr).
- Three faculty attended the People of Color Conference (PoCC) and five Upper School students attended the Student Diversity Leadership Conference (SDLC).
- Members of the Diversity Committee attended the NJAIS Diversity Forum.
- Upper School students and faculty viewed and discussed the films "The Prep School Negro" and "I'm Not A Racist ... Am I?"
- Diversity Directions Summer Seminar attended by Head of Upper School, Assistant Head of Upper School and Lower School Counselor.
- Hired four faculty/staff of color for 2015-2016 School Year: Admissions Associate, Early Childhood Assistant, Advancement Events Person and ESL Teacher.



History of DEI work at Stuart

2015-2016

- Completed Diversity Assessment by Diversity Directions and began a plan for addressing recommendations of the assessment. The final 65-page report formed the basis for all DEI goals moving forward.
- Stuart Experience Fund established in 2015 to ensure students of significant need not be denied the things that every Stuart girl should be able to experience. Between 2015 and 2020, more than \$159,000 was used to assist Middle and Upper School students with those costs that go beyond tuition. The program covered Upper School blazers, school rings, graduation fees, senior yearbooks and prom tickets. Each year the fund grows in the expenses covered. The fund now allows each girl one international trip. This year it also covered the cost of a laptop or iPad.
- Parent Diversity Coffees: Discrimination (Nov), Head of Lower School at Princeton Academy and Upper School Division Head at Stuart discussing DEI work at respective schools (Jan), Results of Diversity Directions Audit (Apr).
- Sent three division heads to the People of Color Conference (PoCC) and four students to the Student Diversity Leadership Conference (SDLC).
- All administrators involved in the hiring process received bias training through Diversity Directions.
- Stuart's Black Student Union started by Armani King, Natalie McGowen, and Makeda White and was overseen by Assistant Head of Upper School.
- Students led an activity from the Student Diversity Leadership Conference (SDLC) at January All-School Meeting.
- During spring break of 2016, all faculty, staff and administration read and discussed *Waking Up White* by Debby Irving.
- *Why Create An Inclusive School?* All-School in-service with Diversity Directions (Christine Savini and Dr. Olivia Moorehead-Slaughter).
- Faculty/staff summer reading: *Can We Talk About Race?* by Beverly Daniel Tatum.
- Head of School, Director of Finance and Operations, Director of Human Resources and Board Chair attended the Diversity Directions Summer Seminar.
- Hired two faculty/staff of color for the 2016-2017 School Year: Middle School Spanish teacher, Early Childhood Assistant.



History of DEI work at Stuart

2016-2017

- Middle and Upper School Division Heads attend [Independent School Management's](#) *The Double-Edged Sword of Diversity: Reframing Community Life Initiatives in Independent Schools*.
- August faculty in-service by Diversity Directions Christine Savini and Dr. Olivia Moorehead-Slaughter on "The Privilege Exchange."
- Faculty/staff follow-up discussion on summer reading of *Can We Talk About Race?*
- Parent Diversity Coffees: Identity (Nov), Review of Diversity Directions Audit (Jan), Microaggressions (Apr).
- Included lunch in the cost of tuition for Middle and Upper School students as a recommendation of the Diversity Directions Audit.
- Training for faculty: "How Parents and Teachers Can Talk with Children About Issues of Difference" – 3 hour faculty meeting with Trina Gary and Christine Savini.
- Division heads and Diversity Committee members visited schools with strong models of diversity work: The Fenn School in Concord, MA; Shady Hill School in Cambridge, MA; Milton Academy in Milton, MA and Mother Caroline in Dorchester, MA.
- Included multicultural training as part of our new faculty orientation.
- Began Chinese Affinity Group for parents. The Chinese Affinity Group started in January 2017 with the decorating of the dining room for Chinese New Year followed by a meeting in April 2017. Since then we've had a Mid-Autumn Festival luncheon every October in 2017, 2018, 2019 and Chinese New Year celebrations in January or February in 2017, 2018, 2019, and 2020.
- Began evaluating curriculum for inclusivity as faculty visited other schools for subject area work.
- Ensured faculty of color who want to attend the People of Color Conference (PoCC) could, and that they would not have to forego an opportunity for professional development to do so. Five faculty/staff attended the People of Color Conference (PoCC) and four students attended the Student Diversity Leadership Conference (SDLC).
- Director of Development attended Diversity Directions Summer Seminar.
- Diversity Coordinator attended Formation to Mission Committee meetings, and dedicated presentations to diversity training for the Board were led by the Upper School Division Head. The name of the committee became the Formation to Mission and Diversity Committee that year.
- Hired four faculty/staff of color for 2017-2018 school year: Upper School Spanish, Lower School Art, Upper School AP Psychology and Computer Programming, and Early Childhood Assistant.



History of DEI work at Stuart

2017-2018

- Cendhi Arias and Lynn Bowman from the Gordon School presented a three hour workshop to faculty across all divisions on developing multicultural competencies in the classroom (Aug).
- Faculty and staff read *Blindspot* by Mahzarin R. Banaji and Anthony G. Greenwald followed by facilitated small group discussion with members of the Diversity Committee (Oct).
- Seven members of faculty/staff attended the People of Color Conference (PoCC) and four students attended the Student Diversity Leadership Conference (SDLC).
- Student funding for the Student Diversity Leadership Conference (SDLC) provided by the Timendi Causa Este Nescire Fund, established by the Plambeck family.
- Southeast Asian Heritage Group formed in spring of 2018 and was followed by a month-long Mandala creation in October 2018 and a Diwali reception and dinner in November 2018. The second parents reception took place in November 2019.
- Completed winter in-service training through Diversity Directions on "How Parents and Teachers Can Talk with Children About Issues of Difference."
- Presented June "unconference" where faculty offered ways they had incorporated multicultural practices into their current teaching.
- Continued Board and Leadership DEI training: Sent Head of Lower School, new Board Chair and Admissions Associate to the Diversity Direction Summer Seminar.
- Ensured Diversity Statement was framed and posted throughout the school.
- Parent Diversity Coffees: Presented on summer reading, *Blindspot* (Nov), Special Guest Speaker: *Diversity Initiatives at Other Organization* - Rosina Wickart VP Commercial Procurement at Johnson and Johnson (Pharmaceuticals) (Jan), Discussion on socio-economic status as a cultural identifier (Apr).
- Continued DEI training for students at the divisional level:
 - *Herstory*, created by Middle School English Teacher Naimah Beyah and performed by and for Upper School students, put a spotlight on important eras, movements and moments in Black history from Africa pre-slavery to present. Though various artistic mediums, Stuart African-American students shared this history from the perspective of young girls and women. *Herstory* was also performed for parents and faculty and was followed by a reception featuring southern cuisine catered by Delta's (owned by a Stuart dad).
 - Twelve Stuart Middle School students attend a diversity conference at The Haverford School in Pennsylvania.
 - Offered Upper School course in Multicultural America



History of DEI work at Stuart

- Built a Train-the-Trainer model for our DEI work: Assistant Head of Middle School and Director of Library and Media Services attended SEED (Seeking Educational Equity and Diversity) New Leader training.
- First Upper School Culture Fair developed and coordinated by Upper School students.
- Hired three faculty/staff of color for the 2018-2109 school year: Upper/Middle School Counselor, Part-time Instrumental Music Teacher, Early Childhood Assistant.

2018-2019

- Continued all-school DEI training: Began first SEED cohort (Seeding Education Equity and Diversity) for 14 faculty, staff, administrators and a member of the Board of Trustees.
- Continued multicultural training for families, faculty and students: *Herstory II*, performed by and for Middle and Upper School students, put a spotlight on important eras, movements and moments within Black history from Africa pre-slavery to present. Through various artistic mediums, Stuart African-American students shared this history from the perspective of young girls and women. In the second year, this celebration of Black History Month was performed before all students in grades 5-12 and parents, and a second performance for the public was supported by volunteers from the Black Heritage Affinity Group. The public performance was followed by a reception featuring southern cuisine catered by Delta's (owned by a Stuart dad).
- Board members received DEI training at each Board of Trustees meeting.
- Black Heritage Affinity Group formed in the fall of 2018. Stuart hosted a cocktail reception, and the group celebrated Kwanza at Stuart.
- Second Upper School Culture Fair developed and coordinated by Upper School students.
- Parent Diversity Coffees: Presentation on SEED (Nov), Student Diversity Leadership Conference (SDLC) students presented on key cultural identifiers (Jan), Assistant Head of School presented on our work in recruitment & retention of faculty of color (Apr).
- Sent 10 faculty members to the People of Color Conference (PoCC) and four students to the Student Diversity Leadership Conference (SDLC).
- Director of Service Learning and ESL teacher attend SEED (Seeking Educational Equity and Diversity) New Leader training.
- Hired three faculty/staff of color for the 2019-2020 School Year: Middle School Spanish Teacher, Associate Director of Admissions, Upper School Math Teacher.



History of DEI work at Stuart

2019-2020

- Continued diversity, equity and inclusion training for faculty/staff at every division level through SEED training for our second cohort of faculty, staff and administration.
- Sent six faculty/staff to the People of Color Conference (PoCC) and six students to the Student Diversity Leadership Conference (SDLC).
- Financial Aid for the current school year is up, and soft costs continue to be appropriately applied to students who are qualified.
- Black Girl Magic Retreat in fall of 2019 hosted by faculty of color for students in the Middle and Upper School who identify as African-American to facilitate discussions about race, intersectionality, and the Black experience in America.
- Parent Diversity Coffees: Diversity Coordinator report on what we have accomplished and what work remains in our DEI work within the areas of curriculum, student recruitment, school culture and faculty/staff retention and hiring (Nov), Presentation by students who attended the Student Diversity Leadership Conference (SDLC) (Jan). April coffee canceled due to COVID-19.
- Stuart hosted a cocktail reception for the Black Heritage Affinity Group in the winter of 2019, and a Stuart Trustee hosted a dinner reception for the Southeast Asian Affinity Group in the fall of 2019.
- Herstory 2020, performed by and for Middle and Upper School students. The program put a spotlight on important eras, movements and moments within Black history from Africa pre-slavery to present day. Through various artistic mediums, Stuart African-American students shared this history from the perspective of young girls and women. In the third year, this celebration of Black History Month was performed February 2020 before all students in grades 5-12 and their parents and was opened up to the public with a second performance, supported by volunteers from the Black Heritage Affinity Group. The public performance was followed by a reception featuring southern cuisine catered by Delta's (owned by a Stuart dad).
- We now have a Black Heritage Affinity Group, Southeast Asian Affinity Group, and Chinese Parent Association.
- Upper and Lower School Division Heads, Director of the National Center for Girls' Leadership at Stuart and Upper School Dean of Students attend Diversity Directions Summer Seminar.
- Hired four faculty/staff of color for the 2020-2021 School Year: Middle/Upper School Counselor, Upper School Science Teacher, Upper School Administrative Assistant, Comptroller.



FACULTY, STAFF AND ADMINISTRATION DIVERSITY STATISTICS

2019-2020 SCHOOL YEAR

For New Jersey Association of Independent School (NJ AIS) member schools between 301 and 500 students, Stuart has the highest percentile of employees of color.

For all National Association of Independent School (NAIS) member schools between 301-500 students, Stuart is at the 75th percentile for employees of color.

Diversity % for Leadership

- 2016-2017: 25%
- 2017-2018: 25%
- 2018-2019: 25%
- 2019-2020: 27%

Diversity % for Faculty

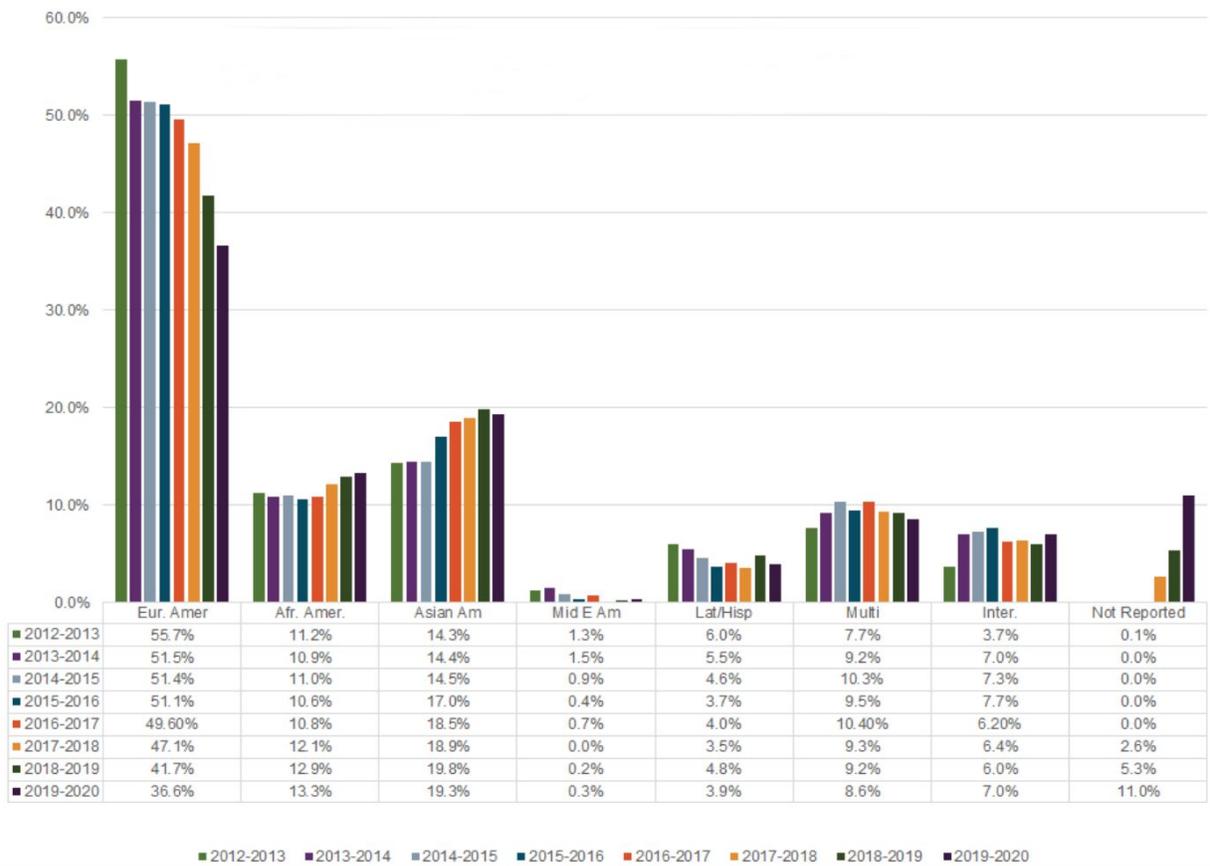
- 2016-2017: 14.5%
- 2017-2018: 16.3%
- 2018-2019: 23%
- 2019-2020: 21%

Diversity % for Staff:

- 2016-2017 :13%
- 2017-2018: 13%
- 2018-2019: 13%
- 2019-2020: 16%



STUDENT DIVERSITY STATISTICS





WHERE WE ARE GOING



Stuart DEI Action Plan

WHERE WE ARE GOING

We reaffirm our pledge to continued growth in our diversity, equity and inclusion work and to the following immediate actions:

INSTITUTIONALIZING THE IMPORTANCE OF AND SUPPORT FOR THE WORK OF DIVERSITY, EQUITY AND INCLUSION (DEI)

- Hire full-time Director of DEI who will have the requisite skills and necessary experience to spearhead the growth and effectiveness of our critically important DEI work. As a member of the Senior Leadership Team, the director will report directly to the Head of School and be endowed with ample resources and support to ensure success.
 - Create a search committee with diverse representation across all constituency groups.
 - Create opportunities for all constituency groups to meet with and offer feedback on finalists.
 - Facilitate meet and greet opportunities among the new Director of DEI and members of the Stuart community, including existing Stuart affinity groups within the first three months of his/her start date.
- Develop Board policy on a commitment to and sustainable support of DEI work.
- Establish the Stuart Fund for DEI and identify additional fundraising priorities to support DEI work.
- Emphasize the importance of Stuart's current Diversity Mission Statement as guidance for administrators, faculty and staff in interacting with students and families.



Stuart DEI Action Plan

REWRITING STUDENT AND FACULTY HANDBOOKS TO ENSURE CLEARER PROCESSES TO INVESTIGATE HATE SPEECH, EXPRESSIONS OF BIAS AND RACIST BEHAVIORS

- State more clearly and unambiguously disciplinary process for hate speech, racism and other discriminatory behaviors.
- Articulate confidential mechanisms for all members of the school community to safely report incidents of racism and bias.
- Restate the requirement for timely investigations of accounts of discrimination and/or retaliation for reporting discriminatory behaviors on the part of students and school employees and follow through on appropriate restorative measures.
- Require the inclusion of the Director of DEI in investigative processes related to hate speech, expressions of bias and racist behaviors.

EXPANDING OPPORTUNITIES FOR STUDENTS AND ALUMNAE OF COLOR TO ASSUME LEADERSHIP ROLES AROUND DEI

- Enhance the student government structure by adding an officer of DEI on the executive board of student government.
- Enhance the Alumnae Board with an officer of DEI and establish working committees to garner alumnae support of the school's DEI initiatives.

REASSESSING AND STRENGTHENING OUR PROCESSES FOR RECRUITING AND RETAINING STUDENTS, ADMINISTRATORS, FACULTY AND STAFF OF COLOR

- The Director of Human Resources and Director of DEI will review and update existing protocols for job postings geared to attract diverse candidate pools for open positions.
- The Director of DEI will compile an annual survey of students, administrators, faculty and staff to assess the effectiveness of the DEI initiatives; this data to be reported to the Head of School and the Board of Trustees annually.



Stuart DEI Action Plan

- Post benchmark data on faculty, staff, administrators and students of color to the DEI webpage.

IMPLEMENTING A SYSTEM FOR INVESTIGATING, TRACKING AND DOCUMENTING STUDENT DISCIPLINARY ACTIONS

- Ensure those responsible for student discipline work directly with the Director of DEI in tracking and documenting student disciplinary incidents.
- Conduct an annual audit of student disciplinary data by identity to seek out bias and to ensure fairness. This data will be shared annually with the Head of School and the Board of Trustees.

CONDUCTING MANDATORY BIAS TRAINING FOR THOSE RESPONSIBLE FOR STUDENT DISCIPLINARY PROCEDURES AND SCHOOL EMPLOYEE PERFORMANCE EVALUATIONS

- Administrators responsible for student discipline will receive anti-bias and anti-racism training over three months.
- Required summer reading for school administrators responsible for student discipline will include ["The insidiousness of unconscious bias in schools,"](#) by The Brookings Institution
- Director of DEI will serve as a resource as needed in all actions taken with respect to all human resources issues and performance evaluations.
- Register new division heads to attend the nationally recognized Diversity Directions Summer Institute for school leaders and educators.



Stuart DEI Action Plan

REVAMPING OUR PS-12 CURRICULUM FOLLOWING A COMPREHENSIVE REVIEW, ENSURING IT INCLUDES THOUGHTFUL AND SUBSTANTIVE MULTICULTURAL LITERATURE AND HISTORY, INCLUDING THE CONTRIBUTIONS OF PEOPLE OF COLOR TO THE FABRIC OF AMERICAN AND WORLD HISTORY.

- Develop faculty in the area of multicultural competencies and practices within classroom instruction
 - Faculty will return earlier in August to provide space for curriculum review and expansion to include multiculturalism, including the on-going issue of structural and systemic racism in the United States.
 - Require summer online training for all employees specifically focused on cultural competence, diversity and boundary training.
- Over the summer, create and incorporate age-appropriate content in Advisory that addresses identity, intersectionality, and tolerance.
- Enhance leadership curriculum courses to include greater focus on intersectionality.
- Empower new Director of DEI with resources to conduct a PS-12 curriculum review to ensure a strong multicultural lens.
- Expand SEED training for faculty beginning in the fall of 2020.

EXPANDING TIME FOR STUDENTS AT ALL LEVELS TO DISCUSS CURRENT EVENTS AND BUILD A SOCIAL AWARENESS THAT IMPELS TO ACTION

- Re-evaluate service learning program and seek opportunities for students to render community support around relevant current events.
- Continue to diversify communities in which service learning requirements may be fulfilled to provide a balanced and realistic understanding of the spectrum of the need for social action within our state and our nation.



Stuart DEI Action Plan

CONTINUING TO ENGAGE AND EDUCATE THE ENTIRE STUART COMMUNITY (INCLUDING THE BOARD, ADMINISTRATORS, FACULTY, STAFF, FAMILIES AND STUDENTS) AROUND IMPLICIT BIAS, ANTI-RACISM, BYSTANDER AND INTERVENTION STRATEGIES, AND OTHER CONCEPTS CONCERNING EQUITY AND INCLUSION

- Commit to bi-annual Board training regarding diversity equity and inclusion.
- New administrators, including Head of Upper School, Head of Lower School, Dean of Upper School and Director of the National Center for Girls' Leadership at Stuart, have attended the nationally recognized Diversity Directions Summer Institute for school leaders and educators.
- Require faculty to return earlier in August to provide space for continued anti-bias and anti-racism training.
- Facilitate parent educational programs by Ali Michael, PhD regarding anti-racist activism, privilege, and bias for all families in the first week of school.

MAINTAINING EXISTING SAFE SPACES AND STRUCTURES TO SUPPORT STUDENTS, FACULTY, STAFF ADMINISTRATORS AND FAMILIES OF COLOR

- Continue to support current student affinity groups and establish additional groups, as necessary, and encourage feedback on DEI initiatives from these groups.
- Continue to support social events for affinity groups and facilitate activities across affinity groups.
- Engage the support of the Director of DEI in the evaluation process for faculty of color.
- Ensure the Director of DEI is charged with working directly with the Director of Human Resources in investigating faculty reports of discriminatory or racist incidents.



STUART
COUNTRY DAY SCHOOL OF THE SACRED HEART