



COLD Task Force Update

Dec 19, 2019



Case Study

- ABC News November 26, 2019

Reflections & Lived Values Agreement

- What is your gut response to the issue? And where is it coming from?
- What is your role as a trustee in this situation?
- What information do we as a Board need to gather to support Shelly?
- Keeping in mind our Lived Values Agreement
 - ◆ This is what being just and courageous can look like:
 - Own your intentions and your impact
 - Advocate on behalf of yourself and others
 - ◆ This is what staying grounded can look like:
 - Speak from your own experiences, beliefs, and identity
 - Try to stay in the moment, expect discomfort
 - ◆ This is what being kind can look like:
 - Model generosity by balancing your talking and listening
 - Approach conversations, others, and yourself with compassion

Task Force Structure

- Goals

1. Examine the origins of the Committee on Inclusion and Diversity (COID) in order to better understand COID's background, the need COID fulfills, and to share its findings with the entire board;
2. Review how CDS defines "DEI"
3. Clarify and determine the current role of the Board COID at the school;
4. Establish a process for how the board and its committees can both share in and advance the work of DEI

- Members

- Mylene Acosta-Mercado (co-chair), Vivien Zraick (co-chair), Joe Connolly, Tracy Kirkham, Jeanette Perez, Liza Ramrayka, Tina Syer, Chris Teare, Rishi Varma, Shelly Luke Wille, Anthony Witte, Lindsay Woollerson, Richard Hylton

- Meeting Schedule to date

- October 21, November 6 (DiG Roundtable), November 12, December 3

Work Accomplished to date

- Goal #1: Examine the origins of COID and share with the board

“An essential element of CDS’s founding vision was that the school would encourage and nurture diversity, social justice, and active participation in the communities surrounding it.”

Committee on Inclusion Report to the Board of Trustees, May 31, 2007

Work Accomplished to Date

Brief History of DEI at CDS

["On the Future of Children's Day School" White Paper](#)

the "substantial portion of the discussion centers on issues of diversity and how the school is moving towards a capacity to serve a significantly more diverse community of families."

August 2006

COID Established

Board adopts [DEI goals](#), including: Racially/ethnically diverse staff with no single staff as sole adult of major racial/ethnic group; Establish 10-year goal that no one racial or ethnic group will be a majority and that no one child will represent a major racial/ethnic group.

CDS adopts its first [Diversity Mission Statement](#)

"We are consciously creating a community where everyone feels welcomed, empowered, responsible, and safe to be themselves..."

2009

2010

**September
1998**

Committee on Inclusion

The BOT authorizes the formation of the COI with a mandate to research and develop a strategic plan for the school to improve its racial and ethnic diversity. The COI creates a [comprehensive report](#).

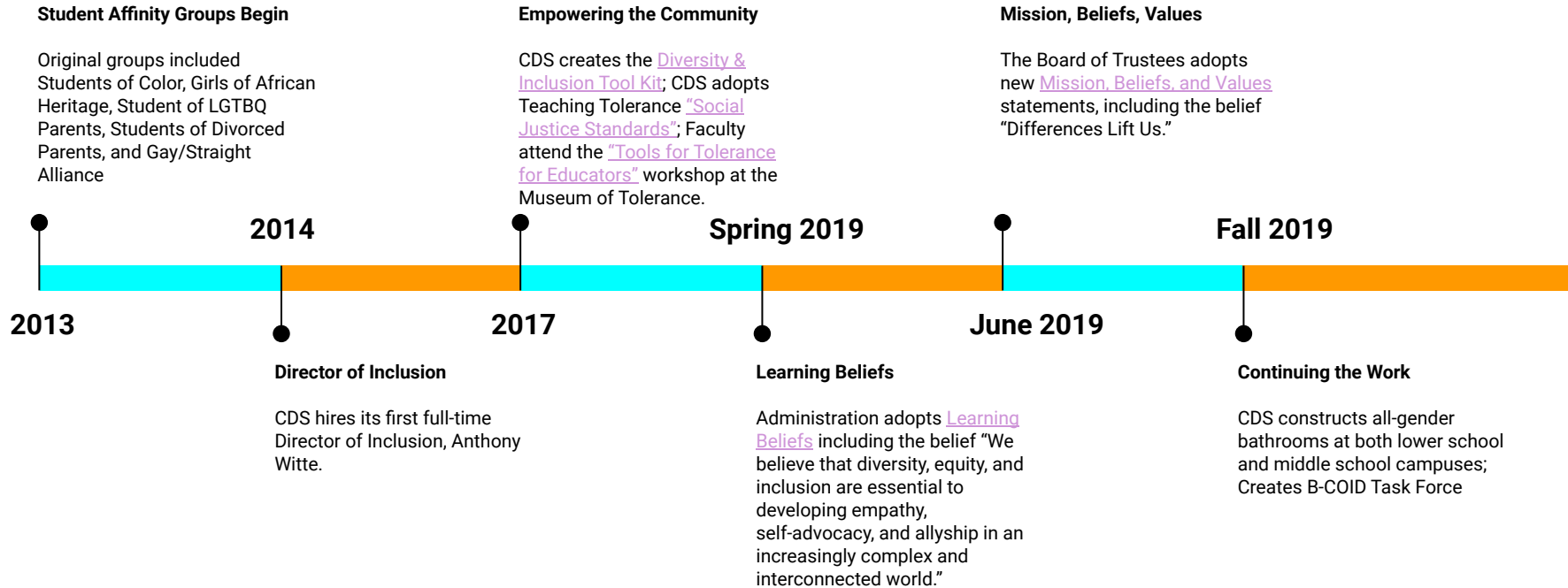
June 2007

Diversity Coordinator

CDS hires its first Diversity Coordinator, Jasmin Hoo.

Work Accomplished to Date

Brief History of DEI at CDS (continued)



Work Accomplished to date

- Goal #2: Review how CDS defines “DEI”

		How we reference Diversity (internal and external)	How we reference Inclusion, Equity, Justice (mostly internal)	
			Inclusion	Equity & Justice
01	Who We Are (innate characteristics that are not chosen)	<ul style="list-style-type: none"> ● Race / Ethnicity ● Sexual Orientation ● Gender / Gender Identity and Expression ● Socioeconomic Status ● Learning Style ● Age (listed on mission statement, but unclear what this means) ● Physical ability / disability ● Nationality ● Immigration status 	<ul style="list-style-type: none"> ● The language we use ● The events we have (e.g. physical, socioeconomic, cultural access) ● The concept of people feeling ‘safe to be themselves’ 	<ul style="list-style-type: none"> ● Difference between Equity and Equality ● Social Justice standards ● Privilege
	02	What We Choose		

Work Accomplished to date

Include this or save for CoT
or future COID presentation?
Feels out of place?

- Board Demographics - 2019-20 - 21 respondents
 - Race/ethnicity -
 - Asian - 9.5%
 - Caucasian - 76.2%
 - International - 4.8%
 - Latino/Hispanic American - 14.3%
 - Gender -
 - Female - 61.8%
 - Male - 38.1%
 - Non-binary/Third Gender - 0%
 - LGBTQ - 9.5%
 - Sliding Scale Representation - 4.8%

Potential Goals/Recommendations from Task Force to BoT:

- Compare to CDS Community Data
- Have Board set its own Diversity Goals

Next Steps for Task Force

- Address remaining goals
 - #3 Clarify and determine the current role of the Board COID at the school;
 - #4 Establish a process for how the board and its committees can both share in and advance the work of DEI
- Ideas being explored to accomplish next steps:
 - Consider Board Statement on DEI
 - Establish dashboard/metrics (NAIS diversity & inclusion indicators)
 - Board training on delivering elevator pitch on importance of DEI work
 - Implementation of guiding questions to ensure equity and inclusion in considering decisions made at the board level