

Committee on Inclusion recommendations adopted by the CDS Board of Trustees
As of September 15, 2007

From the minutes of the June 3, 2007 Board Retreat:

Major Recommendations for Faculty and Administration Hiring (COI Summary Report, page 15):

1. Goal: racially/ethnically diverse staff with no single staff as sole adult of major racial/ethnic group.
2. New goal: interview 2 racially/ethnically diverse candidates for every position; involve at least 1 person of color in interviewing and hiring process.
3. Incorporate questions about knowledge of diversity and handling anti-bias issues in all interviews.
4. Every teacher and staff member feels comfortable holding diversity/inclusion discussions regularly.
5. Hire a consultant to assist with above as needed.

Major Recommendations for Curriculum and Program (COI Summary, page 16):

1. Create a grade-specific anti-bias curriculum.
2. Obtain diversity related materials to support above.
3. Train all faculty in anti-bias curriculum.
4. Develop a formal protocol for handling bias incidents.
5. Train all faculty to identify and handle appropriately bias incidents.
6. Hire a consultant as necessary to achieve above.

Major Recommendations regarding School Community (COI Summary, page 17):

2. Encourage PTTA to make inclusion major focus.
3. Increase educational opportunities around diversity, multiculturalism and anti-bias.

A discussion took place regarding the importance of funding to support these recommendations as well as establishing timing deadlines. Following this discussion, recommendations 4 and 5 were tabled as subsets of recommendations 2 and 3, above. Recommendation 1 will be referred to a Board communication committee or study group for analysis of this and other possible changes to the parent contract.

Major Recommendations for Board Leadership (COI Summary, page 10):

1. Establish standing Committee on Inclusion and Diversity (COID) with mandate to complete COI strategic plan, oversee implementation and provide institutional support of all inclusive activities.

2. COID composition (min): 4 Trustees (1 as chair), faculty and parents from preschool, elementary and middle school, PTTA Officer, senior administrators including Director of Admissions, Assistant Head and Diversity Director (if any).
3. Diversity of members should reflect LT goals.

Major Recommendation for Board Leadership (COI Summary, page 11):

4. Set timetable for increasing diversity of Trustees.
5. Add to annual Trustee contract requirements to actively promote diversity, inclusion and anti-bias by:
 - i. Demonstrating leadership on diversity and anti-bias by initiating and participating in diversity and anti-bias trainings and events.
 - ii. Actively recruiting Trustee candidates of color.
 - iii. Evaluating self, board, chair and officers and Head of School annually on diversity/inclusion and anti-bias achievements vs. COI recommendations (add specific questions to form).
 - iv. Having at least 1 meeting/year to evaluating diversity.

The Major Recommendations for Communication & Outreach (COI Summary, page 12) were temporarily withdrawn by the Committee on Inclusion pending additional study and analysis.

From the minutes of the June 21 regular meeting of the Board:

Major Recommendations for Admissions Policies (COI Summary, page 13), which relate to pluralism:

1. 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.
2. New goal: each new preschool “class” admitted should meet this “no racial/ethnic majority” criteria.

The “major racial/ethnic groups” referenced in the first recommendation are: African-American, Asian, Latino and White. Aimee Giles reported that the incoming 3 year-old preschool “class” for the 2007-2008 school year meets the goal set forth in the second recommendation.