



Grace Episcopal Day School

Anti-Racist Action Plan, 2020-2021

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Essential Question: How can a diverse community become more just?

Last year, Grace formed a Diversity, Equity and Inclusion Task Force composed of parents and administrators to review best practices and consider strategic direction for that work. The group includes Grace parents Jessica Boritz, Curdella Forbes, Sheena Jacob, Nicole Lee, Denise Robinson, and Angela Wigglesworth. Those parents are joined by Head of School Jen Danish and Assistant Head of School for Academics Pam Yarrington.

In an effort to put action behind intention in our commitment to becoming a more inclusive and just community, we developed a plan with three major areas of focus. Each pillar has actionable steps and deliverables.

Pillars of Focus

Curriculum and Pedagogy

- Implementing the Teaching Tolerance Social Justice Standards
- Curriculum audit - mapping texts used and units of study that tell underrepresented stories
- Identity thread for each grade and developmental stage
- Teacher goals each fall with expected outcomes
- Resources - [Teaching Tolerance](#), [Cultivating Genius](#), Gholdy Muhammad

Deliverable: A school-wide curriculum narrative with a focus on identity and representation of many races, voices, and identities

Community Engagement

- Parent education and connection
 - 1619 summer podcast conversations were a fruitful springboard - building on that work with parent-led conversations on topics of racial justice and equity
 - A revival of the speaker series named in memory of Grace parent, Sherryl Talton-Gerald

- Fall 2020, *A Tall History of Sugar* book discussion led by Curdella Forbes, author, Grace parent, and Howard University Professor of Carribean Literature
- Parent coffee conversations with a focus on issues of social justice
- Affinity groups
 - Consideration of forming parent and staff led affinity groups for students and parents around various identities

Deliverable: An ongoing restricted fund for three speakers a year on the theme of racial justice at Grace - open to the public

Professional growth and development

- Faculty professional education on DEI for this year
 - Opening work week session for teachers with Diversity practitioners, Denise Robinson and Nicole Lee - introducing Teaching Tolerance Framework and implementing new curriculum and a listening circle for teachers to share around summer work on DEI
- Two more professional days this year - deciding how we want to extend learning in cultural competency
- A review of hiring practices so that they are more attuned to attracting and retaining teachers of color
- Review of budget goals to include the hiring of a new Librarian/Director of Equity who is charged with leading our efforts in an ongoing thread and with connection to literacy

Deliverable: A written set of goals and approaches for hiring with an equity lens; a new evaluation framework for faculty that accounts for commitment and growth in equity and inclusion