

PROGRESS ON DEI RECOMMENDATIONS
Progress Report on 2017 Access and Inclusivity
As of summer, 2020

Board of Trustees Recommendations

- Clark House welcomed Natasha Haughton this year as a part-time counselor of color while the School continues to recruit a qualified full-time counselor.
- The LINC (Living in Community) residential-life curriculum is integrated into student and house life. This work will continue with DEI Council, DEI Student Council, and Director of DEI Initiatives.
- Community Conduct Board process and protocols are in place as a “reporting” protocol for microaggressions that includes students, faculty, and staff being able to access and a sense of consequence for intentional misconduct. The SPS website provides an additional avenue for reporting. Anonymous reporting is available through Maxient Case Management System.
- The School has identified and is in the process of developing a dedicated, interfaith meeting and worship space on the grounds.
- Student affinity group advisers are compensated for their work according to formal job descriptions for these positions. A council is in place to coordinate their work.
- For the past five years, DEI faculty professional development opportunities are offered on and off the grounds.
- The School continues to explore and address the challenges of supporting and retaining our faculty of color, conducts interviews with all faculty, and hosts gatherings for faculty of color.
- Two new admissions are focused on seeking out students from underrepresented communities.
- The Board has waived applications fees and made test optional for admission in 2021-22.

Inclusive Community and Access Report Recommendations

I. Access and Support for underrepresented students and international students

- DEI Council to define and support the SPS student experience.
- Summer Bridges Program for first-generation boarding school students launched in summer 2019.
- New programs in place to eliminate costs impeding full access for all students, such as financial aid for off-campus trips.

II. Hiring and Training – Professional Development

- Multi-faceted yearly DEI training through speakers and programs for the faculty. Over the past five years, topics have included:
 - Confronting implicit bias, strengthening hiring and retention, developing a framework for equity literacy, deepening understanding of gender and sexuality, equity in grading.
 - Faculty participate in programs that include NAIS Diversity Practitioners Institute and the Harvard Program in Leadership and Diversity.

- Gorski Equity Literacy Framework training for all faculty completed in 2018.
- Faculty and administrators regularly share their expertise with the broader educational community at nationally recognized annual conferences.
- More than 65 percent of SPS faculty have participated in off-campus cross-cultural competency professional development within the required three years, and then once every four years. Target completion date and full data available summer 2021.

Student-driven Leadership and Initiatives

- Refined student leadership selection process with diversity representation across all leadership positions.
- SPS Voices highlights lived experience and aspects of student identity.
- Student participation in community-wide programming (e.g. LINC Days, MLK Day observances, guest speakers).
- Recently formed DEI Student Council
- Participation in Student Diversity Leadership Conference (SDLC) for students and faculty continues with highest number of faculty participants in the past three years.
- Strengthened affinity group structure and leadership