



January 25th, 2021

Dear Waldorf School Community,

We are continuing the critical work of strengthening diversity, equity, and inclusion across our school community and delivering on the June 2020 recommendations of the Concerned Parents of Color. This work is ongoing and we remain vigilant and open to change wherever and whenever opportunities arise. Here is a status report on the recommendations since our last update followed by a summary update of all ten recommendations.

3 - A Sustainability Plan for Families of Color

A DEI-centered admissions strategy for recruiting and retaining families of color will be in place by the end of April. The plan will include screening for inclusivity as a value during the interview process, strategies for building and maintaining inclusion as a core value of the Waldorf School of Philadelphia, and DEI recruitment and retention goals, including collecting and reporting annual admissions data to monitor trends and track progress.

This plan will be informed extensively by the DEI consultant report that we expect to receive by the end of March which will incorporate findings from our school climate audit. This effort will also be infused by the experience of an eight-person team composed of our DEI Consultant, Board, Faculty, and Administration who will attend an anti-bias symposium in January.

4 - Faculty Evaluations

Diversity, equity, and inclusion practices will be incorporated in our faculty and Faculty Chair evaluations. In March we will implement a DEI evaluation tool with all faculty that is grounded in DEI best practice and was designed by a cross-functional working group that included non-faculty DEI committee members. The tool will assess performance and measure our progress in meeting our DEI goals, particularly as they pertain to classroom instruction, the development and implementation of our curriculum, how students are supported, and the efficacy of our teacher training and support programs. The evaluation team will receive special training to ensure consistency in implementation and reporting. Evaluation results will be reviewed by our faculty leadership and our DEI staff/consultant. We are excited to implement this new process. By doing so we can better measure the effectiveness of our work and identify and address areas of strength and improvement.

5 - Hiring an Independent Consultant

In October 2020 we hired Julian McNeil as our independent Diversity, Equity, and Inclusion Consultant. Julian is in the process of conducting a school-wide DEI audit which will inform his recommendations for our school. Julian's report will be completed by March 2021, and will inform, among other things, the recruitment and selection of a DEI Director and a DEI-centered admissions strategy for recruiting and retaining families of color.

An integral component of the DEI audit is the collection of data through the National Association of Independent Schools Assessment of Inclusivity and Multiculturalism (NAIS AIM) survey, which you received the week of January 11th. In addition to the NAIS AIM survey, Julian has been conducting individual interviews and focus groups that include parents and students to better understand their needs and what factors lead them to stay at the school.

In addition to conducting the DEI audit, Julian has been helping to guide our day-to-day DEI work. Julian has also been serving on and observing the work of the Racism, Discrimination, and Bias Intervening Response Team in order to address issues that have arisen, to inform how we prevent these issues from occurring in the future, and to make recommendations for how the Intervening Response Team can be improved over time.

#8 - Board Review of Faculty and Staff Evaluations

In February the board will create a personnel committee, composed of vested and non-vested board members, that will assist the school by reviewing any substandard performance reviews, and consult on human resources matters. This committee will provide another layer of personnel support and additional perspective.

9 - Changing the Board Structure

In January the Executive Committee of the Board of Trustees submitted a proposal to the full board to amend our organizational structure. Should these changes be approved, they would result in the board overseeing faculty leadership via the Executive Director. The board will also participate in the annual review of the Faculty Chair as required by our governance document. The proposal would also kickoff a project to evaluate our governance structure with the help of an outside expert.

Sincerely,

Anthony deGuzman, Executive Director
Kelly Beekman, Faculty Chair
Theresa Kaskey, Board President

	Recommendation	Status
1	Retaliation protections for families and staff who speak out against racism.	A Non-Retaliation Policy was implemented in September 2020.
2	An accountability plan for addressing discrimination complaints or concerns.	A Racism, Discrimination, and Bias Incident Protocol was approved and implemented in September 2020 and continues to be refined based on feedback from our community.
3	A sustainability plan for retaining families of color.	A comprehensive DEI-centered admissions strategy, including a sustainability plan for retaining families of color, is being developed and will be in place by the end of April 2021.
4	Adding diversity, equity, and inclusion practices to the teacher and faculty chair evaluations.	DEI practices will be incorporated into faculty and Faculty Chair evaluations. The new assessment tool will be used to assess and support all of our faculty this school year, starting in March.
5	The hiring of a private independent consultant who can serve to facilitate accountability circles and address the ongoing need for education and capacity building of staff and others in the community (person must be certified and trained on issues of race and social justice).	Following a comprehensive search, Julian McNeil was hired as our DEI Consultant in September 2020.
6	Hire a Diversity and Inclusion Director to provide ongoing support, management, and training for faculty, staff, parents, and the community.	Hiring a Diversity and Inclusion Director is dependent on the work of our DEI Consultant (see number 5) which will inform the position description and hiring process. In the interim, our DEI Consultant is providing support for faculty, staff, parents, and the community.

7	Create transparent standards for how harmful incidents will be addressed.	A Racism, Discrimination, and Bias Incident Protocol was approved and implemented in September 2020 and continues to be refined based on feedback from our community.
8	Teachers/FDG/Administrators should have evaluations reviewed and approved by the board.	Board will be forming a personnel committee at their February board meeting that will support the review of employee evaluations.
9	A change of the board structure so the board supervises and provides oversight and accountability to the faculty chair.	Board is currently reviewing proposed amendments to our organizational structure that will result in oversight and accountability. If approved, the Board will share details with the community next week.
10	A conflict of interest policy that requires all board and staff to state in writing any loyalty binds or dual relationships which will result in subsequent recusal from having the power to make decisions in matters of conflicting interest.	A <u>Conflict of Interest Policy</u> was approved and implemented in July 2020.