

DIVERSITY EQUITY *and* INCLUSION



THE
BRYN MAWR
SCHOOL

ACTION PLAN UPDATE

PROCESSES

- All-school Equity & Inclusion Council, composed of Upper School student representatives, parents, trustees, alumnae, and faculty and staff liaisons, is focusing on articulating the school's vision and priorities for DEI, strengthening trust and engaging the full community.
- Revised recruitment and hiring practices resulted in an increased number of BIPOC teaching faculty for 2021-22 academic year.
- Designing and implementing programs to support this year's Dorothy Clayborne Fellows for Aspiring Teachers of Color.
- Hosted Morgan State University representatives to begin formalizing partnership for educators to learn about independent school environments.
- Piloting Restorative Practice programming in Middle School to help build authentic relationships among community members based in mutual respect and to use this foundation to resolve conflicts.
- Gathered extensive research around the climate and culture of the school with a diversity, equity and inclusion lens. [Click here](#) for a summary of some of the major findings that have helped inform our priorities and efforts as a school.
- The Board of Trustees approved the [Statement on Gender Diversity](#) affirming the school's core commitment to girls' education while acknowledging the spectrum of gender identities and expressions.
- The Board of Trustees adopted annual goals to integrate DEI practices in all aspects of the work of the Board, to ensure Board Committee work is complementary to the DEI practices of the school, and established a taskforce to create a foundational DEI curriculum for Board education.

POLICIES

- Launched a series of professional development workshops for all employees to increase DEI awareness, skills and knowledge, including Moving from Inclusion to Belonging; Shared Vision & Language; Facilitation 101: Navigating Difficult Conversations; Let's Talk about Gender, and Creating Brave Spaces. Employees are expected to participate in at least three workshops each year.

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- Introduced “Challenge by Choice” in Middle School to expand advanced math placement opportunities for all students. Upper School is piloting a similar policy.
- Board of Trustees taskforce began annual review and analysis of race and identity-based student experience data.
- Developed and implemented a departmental curricular review process that includes audit and revision of diverse and equitable pedagogy in content, curriculum and classroom.
- Affirmed and articulated best practices support for our students who identify as non-binary, transgender and gender non-conforming in keeping with the mission of the school.
- Activated Bias Reporting form and process for employee and students.

PROGRAMS

- Fourteen faculty members used Summer Innovation Grants to update curriculum and programs to center students’ identities and cultures, including using diversifying third grade reading curriculum; creating curricular resources for global dance in relation to Gym Drill; incorporating student identity across subjects from dance to reading to science; and developing math lessons that use numerical data to understand sources of inequality.
- Increased financial resources and programming for BIPOC and LGBTQ+ employee affinity groups in response to concerns raised in employee focus groups and data.
- Bryn Mawr students from 5th to 8th grade connected with students at Cross Country Elementary/Middle School in Baltimore City through Middle Grades Partnership during summer and year-round programs hosted at Bryn Mawr.
- All Upper School faculty read *Grading for Equity* as summer reading and participating in a discussion series around student assessment and forms of feedback.
- Parent Committee for Diversity, Equity, and Inclusion hosted fall events including: Tri-school Factuality in September; Inclusive Futures at Bryn Mawr: A Community Roundtable for Parents and Guardians; and student panel discussion titled “The Evolving Curriculum at Bryn Mawr School.”
- LGBTQ+ Community at Bryn Mawr held a Virtual Meet and Greet in October.
- Student and faculty-led P5X series for Upper School students this fall include examples such as: Native Writers and the Science Fiction, Horror, and Fantasy Genres; Performance and discussion with Brazilian cellist Diego Carneiro; Gender and the Evolution of the French language; and How Are We Similar? How Are We Different? Exploring LatinX Heritage.

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- Upper School Convocation reserves dates specifically for identity-based clubs and groups to educate and bring awareness to the student community. The Hispanic/Latinx Student Association, Gender and Sexuality Alliance, Caribbean & African Culture Club, Multiracial Affinity Group have presented so far.
- Co-sponsoring DEI speaker series in collaboration with other area independent schools, beginning with Howard Stevenson, author of *Promoting Racial Literacy in Schools: Differences That Make A Difference*, on February 8, 2022.
- National Conferences and Learning:
 - Six Upper School students attended the Student Diversity Leadership Conference and 3 students attended the Baltimore Student Diversity Leadership Conference.
 - Group of 13 employees are attending the NAIS Online People of Color Conference
 - Six employees attended the National Diversity Practitioners Institute conference in June and shared an employee presentation titled "From Inclusion to Belonging."
 - Senior administrators and 2 trustees are participating in a 6-week course, "The Bottom Line: Building Understanding and Action around Racial Equity in Independent Schools."
 - Board of Trustees Chair attended week long Diversity Directions, Independent School Seminar and National Program for School Leaders and Educators.