



# **Menlo School**

## **2020-2021 EDI Strategic Plan Town Hall**

**Thursday, September 3, 2020, 6:00 PM, PST**

**Keith B. Wheeler**  
**Chief of Institutional Equity, Diversity, and Inclusion**

# AGENDA



Opening  
Reflection: group  
meditation



Structural past:  
plan 1



Cultural future:  
plan 2

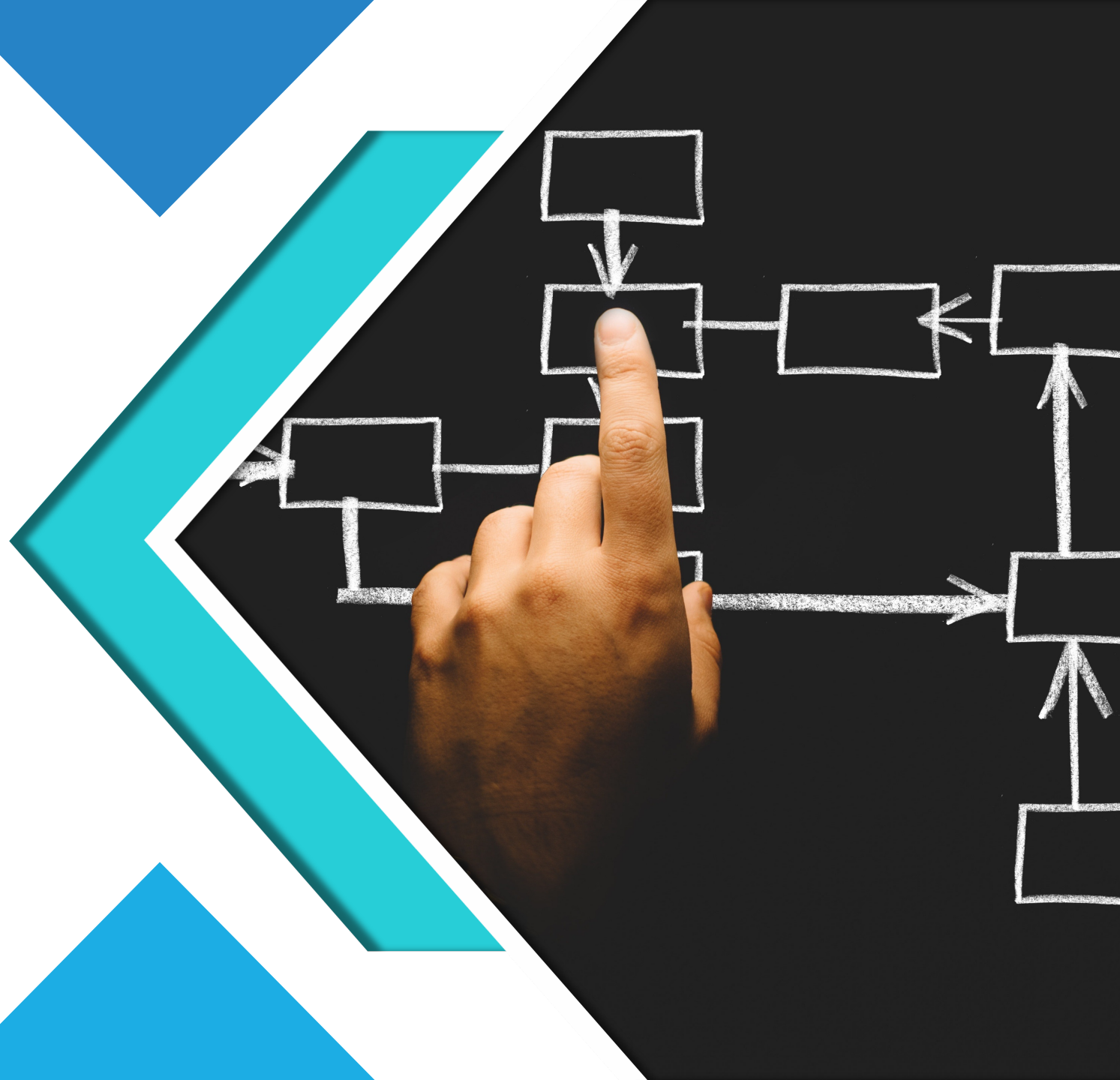


Active learning:  
activity 1

# Plan 1:

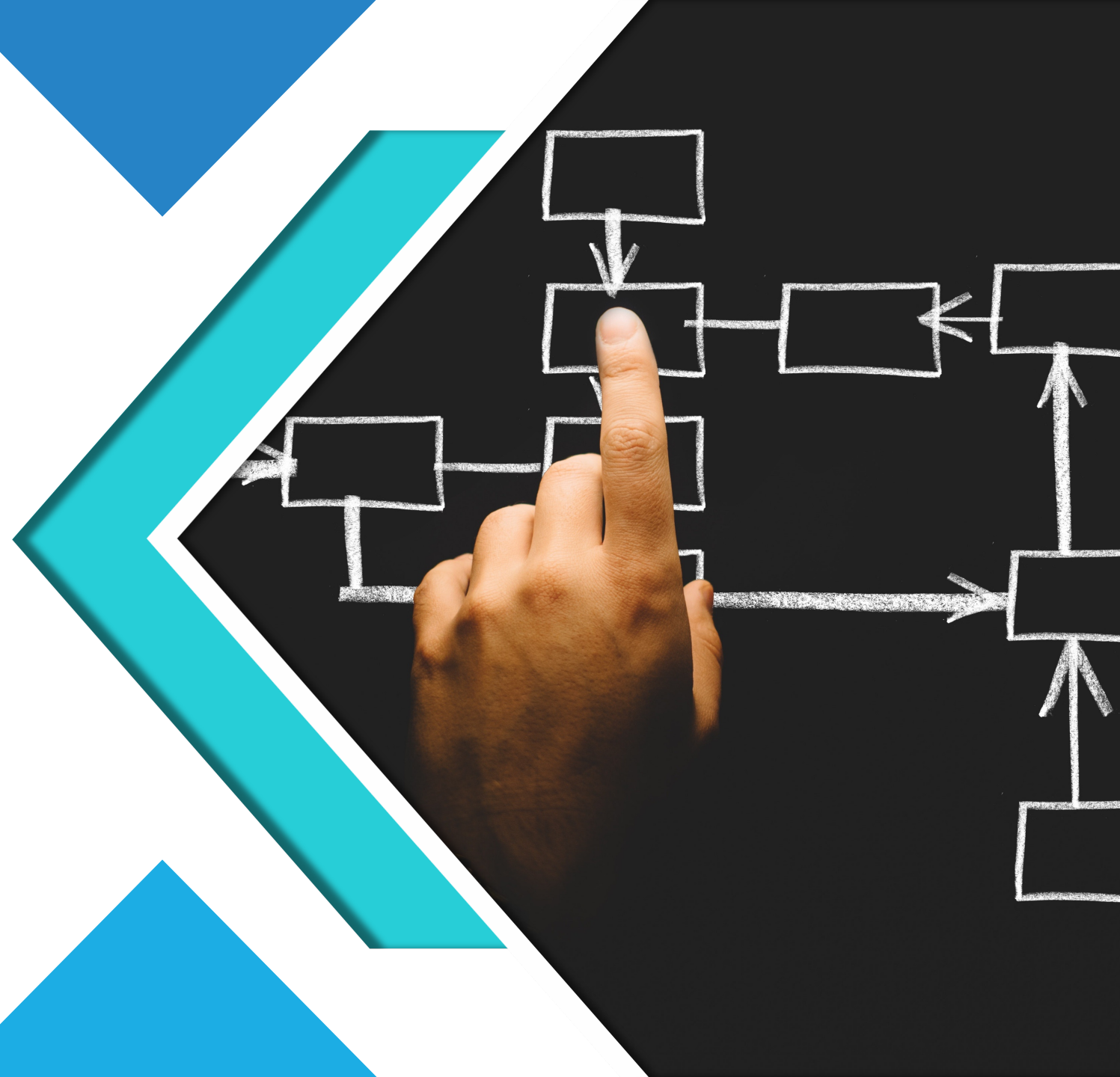
## *Structural Past*

- • Foundational in nature,
- The building blocks of an EDI-focused culture,
- Expanded relationships with peer schools to build safe spaces, allyship, and community
- • Common language,
- Established ethnoracial affinity groups (e.g. students, parents, and identity-related)
- Recruitment and retention efforts, specifically focused on faculty and staff of color,
- Continued and successful of Admissions outreach efforts
- • Professional development investments,
- People of Color Conference (PoCC),
- Student Diversity Leadership Conference (SDLC),
- Continued support of Parent Education Conference



## Plan 2: ***Cultural Future and Practitioner-based Learning***

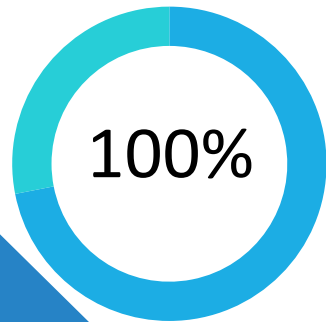
- Rooted in the school's WASC Recommendations, Strategic Framework: Harvard Universities RIDES equity continuous improvement model,
  - Data driven
  - Multiple measures in terms of assessment and accountability for reporting,
  - Established reporting cycles
- Practitioner-based learning,
  - Increased opportunities to learn, reflect, grow, gain confidence, fluency, practice and support
  - Cross-divisional leadership,
  - Student training and leadership roles
- Equity finance agenda
  - The plan has doubled in scope, focused on practitioner-based learning, which involved students, parents, employees, and outside parties,
  - Staircase learning: continuous improvement





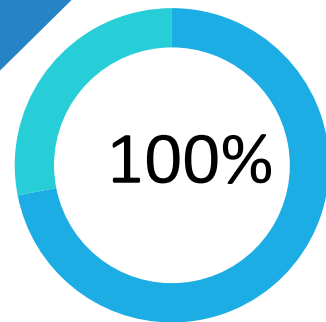
# What's the Plan?

*A practitioner-based improvement cycle*



**Attempt**

WE will attempt 100% of each strategy.



**Data-driven**

Stakeholder data will determine success, modifications, etc.



# Data Matters: *how do we monitor the plan?*

*Keeping you in the know*



## EQUITY, DIVERSITY, AND INCLUSION ASSESSMENT, ACCOUNTABILITY, AND PERFORMANCE METRICS

INTERNALLY, OUR EDISPLT IS AWARE OF THE IMPORTANCE OF MULTIPLE ROUNDS OF DIVERSE DATA POINTS THAT DRIVE ASSESSMENT AND ENSURE ACCOUNTABILITY. WE CONSTANTLY MONITOR AND ITERATE IN ORDER TO MONITOR THE EFFECTIVENESS OF OUR SHARED WORK. FOR EXAMPLE, EVERY PROFESSIONAL DEVELOPMENT SESSION WILL CONSIST OF NOT ONLY THE KEY CONTENT TO BE DELIVERED, BUT ALSO A PRE AND POST-SURVEY TO GAUGE PARTICIPANT SATISFACTION, WHICH INFORMS THE PLANNING PROCESS IN REAL-TIME.

EVERY INITIATIVE WITHIN EACH PRIORITY AREA WILL HAVE AN IMPLEMENTATION CALENDAR. THIS INFORMATION WILL BE PUBLIC-FACING, SO ALL CONSTITUENCIES KNOW WHEN AND WHERE KEY INITIATIVES ARE TAKING PLACE AND HOW TO BECOME INVOLVED. WE USE MULTIPLE MEASURES TO DETERMINE AN INITIATIVE'S SUCCESS OR FAILURE, INCLUDING SURVEYS, INTERVIEWS, SIGN-IN SHEETS, AND MORE. WHEN CONDUCTING MID-YEAR AND ANNUAL ANALYSIS, WE WILL USE A TRADITIONAL LIKERT SCALE. WHEN REPORTING ON EACH INITIATIVE, WE WILL SIMPLIFY THE REPORTING STRUCTURE BY SHOWING THE RAW PERCENTAGE (%) THAT WAS COMPLETED, COUPLED WITH NARRATIVE TO FURTHER EXPLAIN THE PROGRESS.

THERE ARE KEY DATES THAT ALL MENLO CONSTITUENCIES SHOULD BE AWARE OF FOR OUR REPORTING CYCLE FOR THE 2020-2021 SCHOOL YEAR:

1. MID-YEAR EXECUTIVE SUMMARY 1:
  - A. DATE: FRIDAY, JANUARY 9TH, 2021
  - B. THE DELIVERY METHOD OF SUMMARY: EMAIL AND VIDEO
  - C. THE DOCUMENT WILL BE TRANSLATED INTO SPANISH
2. YEAR-TWO COMPREHENSIVE EXECUTIVE SUMMARY:
  - A. DATE: TUESDAY, JUNE 30TH, 2021
  - B. THE DELIVERY METHOD OF SUMMARY: EMAIL ONLY
  - C. THE DOCUMENT WILL BE TRANSLATED INTO SPANISH
3. YEAR-THREE PLAN REVISIONS:
  - A. DATE: TUESDAY, AUGUST 31, 2021
  - B. THE DELIVERY METHOD OF YEAR-THREE PLAN REVISIONS: EMAIL AND VIDEO

# Builders and Leaders: *who you can count on.*

*Distributive Leadership*



# Builders and Leaders: *Your Board is on board!*

*Distributive Leadership*

## BOARD OF TRUSTEES EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

ORGANIZATIONAL CHART

### Mission

Menlo School's mission is to empower students to explore, expand their interests, reach their fullest potential, and develop the skills necessary for success in college, and become responsible, and engaged members of ever wider communities.



**NKIA RICHARDSON**  
TRUSTEE AND CO-CHAIR



**REY BANATAO**  
TRUSTEE AND CO-CHAIR



**JOHN MALETIS**  
TRUSTEE



**STEVE DOSTART**  
TRUSTEE



**KAREN KING**  
TRUSTEE



**STEPHANIE JACKSON**  
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**SCOTT TAYLOR**  
TRUSTEE



**THAN HEALY**  
HEAD OF SCHOOL



**JOHN SCHAFER**  
US DIRECTOR



**LA VINA LOWERY**  
MS DIRECTOR



**KEITH WHEELER**  
CHIEF OF INST. EDI



**ALEX PEREZ**  
DIR. OF COMM.



**ROGER ZAMORA**  
ASSOC. DIR. OF ADMISSIONS  
AND EDI FAMILY SUPPORT



**CARMEN BORBÓN**  
ASSOC. DIR. OF RESTORATIVE  
PRACTICES PROGRAM AND  
UPPER SCHOOL HISTORY DEPT.  
CHAIR



**JULIE FLOYD**  
PARENT

# Active Learning: let's practice!

## WHAT IS DIALOGUE? (VERSUS DEBATE, DISCUSSION) BRETT & YEAKLEY

<b><i>Dialogue</i></b>	<b><i>Debate</i></b>	<b><i>Discussion</i></b>
<b>Broaden own perspective</b>	<b>Succeed or win</b>	<b>Present ideas</b>
<b>Look for shared meaning</b>	<b>Look for weakness</b>	<b>Seek answers or solutions</b>
<b>Find places of agreement</b>	<b>Stress disagreement</b>	<b>Persuade others</b>
<b>Allow for and invite differences of opinion and experience</b>	<b>Advocate one perspective or another</b>	<b>Solve our own and other's problems</b>
<b>Challenge our and others' preconceived notions</b>	<b>Judge other viewpoints as inferior or invalid</b>	<b>Achieve preset goals</b>






# Breakout Session Protocols

*Let's not move at the speed of light.*

## **Determine your roles:**

- 1. Person with birthday closest to September is the Facilitator: Keep the conversation going.
- 2. Person with next birthday in the year is the Note-taker & Summarizer: Capture your group's key ideas to share out.
- 3. Person with next birthday is the Equity Checker: Is everyone getting a chance to join the conversations or ask others to step back.
- 4. Person with birthday latest in the year is the Timekeeper: Keep the group on track, let them know how much time is left to ensure everything gets done.





# Ally vs. Co-Conspirator

*Let's respond and learn.*

## **Determine your roles:**

- 1. What is educational justice?
- 2. What is my role in contributing towards educational justice at Menlo?
- 3. As it relates to educational justice at Menlo, at this very moment, do you consider yourself an ally or a co-conspirator? (Elaborate on either choice. If you are new to the school, please share that with your group.)
- 4. How can I learn and then lead with confidence as a co-conspirator for educational justice at Menlo?

## Important Meeting

### EIDC – Meeting 1:

- 3:30 – 4:30 PM
- Via Zoom
- Link will be shared via e-Notes and Zip-notes





**Questions?**  
**More Information?**

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