



Menlo School Equity, Diversity, Inclusion and Belonging (EDIB) Committee Meeting

Facilitator: Keith B. Wheeler, Ma.Ed
Thursday, November 11, 2021
Platform: Zoom

Agenda



- Land and Labor Acknowledgement
- Breakout Session 1: *The Purpose of EDIB work?*
- Introductions: *Our Leadership Team*
- Strategic Plan Overview: *Structural, Cultural to Authentic Belonging*
- Student Belonging Panel: *Save The Date.*
- Adjourn

What is the purpose of EDIB work in schools? Does it create an intentional or unintentional divide between stakeholder groups?

Land and Labor Acknowledgement



Land acknowledgment is a traditional custom that dates back centuries in many Native nations and communities. Today, land acknowledgments are used by Native Peoples and non-Natives to recognize Indigenous Peoples who are the original stewards of the lands on which we now live.



A Labor Acknowledgement is the practice of recognizing the work done by people of color (POC). The work by non-white bodies is often overlooked, unreported and unrecognized. Often as Indigenous peoples advocate for their rights to practice their culture, they also advocate for the health of the environment and continue to play the part of caretaker.



Let us recognize the legacy, bloodshed, brilliance, and collective contributions of the Ohlone People.

Breakout Session



What is the purpose of EDIB work in schools? Does it create an intentional or unintentional divide between stakeholder groups?

Our Strategic Plan Leadership Team

Carmen Borbón



Kevin Campion



Miriam Magaña



Saletha Okunnuga



Keith Wheeler



2021-2022 Equity, Diversity, Inclusion and Belonging Strategic Plan Leadership Team

Menlo's EDI Journey: *Through A Strategic Planning Lens*

1 STRUCTURAL

- Identifying key professional development opportunities, internally, locally, and nationally;
- People of Color Conference
- Student Diversity Leadership Conference
- Parent Education Conference
- Common Language across the school and programs

2 CULTURAL

- Deepening systems
- Drafting and implementing long and short-term initiatives
- Cultivating shared learning opportunities
- Conceptual framing and research
- Board support and development

3 BELONGING

- Complexity
- Stakeholder visibility and voice
- Culture
- Climate
- Belonging
- Accountability

About the Plan

ABOUT THE PLAN

5 PRIORITY AREAS

United Campus Culture & Inclusive Leadership Development

Faculty of Color Recruitment Retention

Equity, Diversity, and Inclusion Professional Development

Academic Support and Social-Emotional Learning

Anti-racist Learning and Policy Development

UNITED CAMPUS CULTURE & INCLUSIVE LEADERSHIP DEVELOPMENT

Goal 1: The School will continue to cultivate a healthy and inclusive culture that builds greater unity within our community, thus enhancing the overall experience of students, parents, staff, and faculty.

FACULTY OF COLOR RECRUITMENT AND RETENTION

Goal 2: The School will successfully recruit and retain highly qualified educators representing diverse backgrounds and ethnicities.

EQUITY, DIVERSITY, AND INCLUSION PROFESSIONAL DEVELOPMENT

Goal 3: The School will curate equity-centered professional development for all employees and parents. The learning priorities will align with the current professional development cycle and standards of excellence, reinforced by the School's vision and mission. The training will introduce best practices that will become integral parts of daily life, continuous learning, and collaborative interaction with colleagues and families.

ACADEMIC SUPPORT AND SOCIAL-EMOTIONAL LEARNING

Goal 4: The School will continue to provide relevant and robust support programs that respond to the academic, social, and emotional needs of all students. Within these support programs, teachers will develop new and improve upon existing methods to ensure that our students of color are given an equitable and inclusive Menlo School experience.

ANTI-RACIST LEARNING AND POLICY DEVELOPMENT

Goal 5: The School will provide anti-racist learning opportunities for all stakeholders as well as implement anti-racist policies within each of its departments, highlighting an explicit commitment to equity, racial justice, and inclusion.

33 STRATEGIES

EDI STRATEGIC PLAN YEAR-TWO EXECUTIVE SUMMARY

Assessment and Accountability



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

EDI STRATEGIC PLAN YEAR-TWO STRATEGIC PLAN

Keith B. Wheeler, EDIB Meeting 1

Strategies in Action

STRATEGIES IN ACTION

PRIORITY AREA 2 FACULTY OF COLOR RECRUITMENT AND RETENTION

GOAL THE SCHOOL WILL SUCCESSFULLY RECRUIT AND RETAIN HIGHLY QUALIFIED EDUCATORS REPRESENTING DIVERSE BACKGROUNDS AND ETHNICITIES.

STRATEGIES

1

IMPLEMENT ANTI-BIAS RESUME REVIEW AND INTERVIEW TRAINING FOR ALL SENIOR ADMINISTRATORS, DEPARTMENT CHAIRS, AND OTHER KEY PERSONNEL DIRECTLY INVOLVED IN HIRING.

2

DEVELOP A HUMAN RESOURCES RECRUITMENT MASTER PLAN TO IDENTIFY STRATEGIES, INCLUDING OPTIMAL LOCATION AND TIMING, FOR RECRUITING HISTORICALLY UNDERREPRESENTED EMPLOYEES. THE PROCESS WILL ALSO SEEK TO IDENTIFY RESOURCES THAT HELP THE SCHOOL ACHIEVE ITS RECRUITMENT GOALS AND SUCCESSFULLY HIRE DESIRED CANDIDATES.

3

IMPLEMENT ANNUAL "STAY" INTERVIEWS AS A BEST PRACTICE, SPECIFICALLY FOR ALL FACULTY OF COLOR TO CAPTURE IMPORTANT DATA REGARDING THE EMPLOYEE EXPERIENCE AT MENLO.

EDI STRATEGIC PLAN YEAR-TWO STRATEGIC PLAN

Accountability and Leadership

BOARD OF TRUSTEES EQUITY, DIVERSITY, AND INCLUSION COMMITTEE

ORGANIZATIONAL CHART

Mission

Menlo School's mission is to empower students to explore and expand their interests, reach their fullest potential, develop the skills necessary for success in college, and become ethical, 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
TRUSTEE



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 SORBON
ASSOC. DIR. OF RESTORATIVE
PRACTICES PROGRAM AND
UPPER SCHOOL HISTORY DEPT.
CHAIR



JULIE FLOYD
PARENT

Process and Future Work



Important Date

11/18/2021—Equity, Diversity, and Inclusion Townhall #1
6:00 – 7:00 PM, PST
Special Panel Discussion

*Via Zoom



Questions?
More Information?

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