



ST. GEORGE'S  
SCHOOL

## **Diversity, Equity & Inclusion Initiatives**

St. George's is committed to preparing students to live in a diverse world, one where all students will need the cultural competency necessary to interact with people from a variety of experiences and backgrounds. Some of our programming in this area is special and specific — taking the form of events and programs. We are also committed to examining all aspects of our work with students to ensure that we are as inclusive as possible.

While by no means complete, the following list gives a flavor of some of our work in this area:

### **Student Programming**

From 2006-2014, Director of Diversity Dr. Kim Bullock organized and oversaw our multicultural curriculum and workshops, an annual requirement for all of our students. With the introduction of our Community Life Program in 2014, Dr. Bullock has developed and led the diversity portion of that curriculum, during which students develop a common language around race, gender and other areas of diversity, and then gain experience and understanding in a variety of topics including the history of social justice, unearned privilege, media literacy, and implicit bias, with an eye towards developing in all of our students the leadership skills necessary to make a difference. The overall goals of the workshops are to promote respect and to value the identities, space, ideas and histories of all individuals and to promote a safe and welcoming environment.

St. George's has also provided SAFEZONE training — LGBTQ+ awareness and ally training curriculum — for faculty and students since 2015.

### **Faculty Leadership and Professional Development**

In 2001, the school's Multicultural Council, a faculty leadership group, was formed to oversee efforts in this realm. The group was recently renamed the Diversity, Equity & Inclusion Committee. Its purpose is to serve as an advisory council (committee) that promotes sustained, institutional commitment to action that promotes the school's practices and policies of diversity, equity and inclusion. This committee wrote and led the adoption of the school's Diversity Vision Statement in 2009.

Each year, our faculty members are required to participate in significant training in the areas of diversity, equity, and inclusion. This begins with a comprehensive training module for all new faculty members that happens during our orientation program. After that, at least one full in-service day is devoted to this topic each year, ensuring that all faculty are given the opportunity to grow their knowledge and experience. Over the years, topics discussed have included implicit bias and institutional racism.

We also have an ongoing book club that meets regularly to discuss books and articles that are meaningful in this area. Recent books have included "A Burst of Light: and Other Essays" by Audre Lorde and "Blindspot: Hidden Biases of Good People" by Mahzarian R. Banaji and Anthony G. Greenwald.

In Head of School Alixe Callen's first speech to faculty and staff in the fall of 2017, she implored the entire adult community to commit to their own growth in this area, undertaking conversation, reading, and professional development to enhance their skills and knowledge. There is an understanding amongst our faculty and staff that personal growth in this area is a non-negotiable aspect of their work as educators.

## **Board of Trustees**

The school could not do the work that it does in the area of diversity, equity, and inclusion without the ongoing support of the Board of Trustees. St. George's is one of very few schools with a specific board committee — the Diversity and Inclusion Committee — devoted to these issues. In addition, a full board training in the area of diversity and inclusion is planned for the fall of 2018.

## **Admission**

Since the late 1960s when Head of School Archer Harman led the integration of our campus, the school has been committed to expanding the number of students of color. That work continues, with the admission office once again committing to increase our population of students of color for the 2018-2019 school year. While the admission process can be unpredictable, the goal is to increase the number of students of color on campus by 10.

## **Annual MLK Day Celebration**

Martin Luther King Jr. Day is celebrated every year at St. George's in a special way, thanks to Director of Diversity Dr. Kim Bullock, who created and who plans our chapel service every year. Alumni of Color are our guest speakers, students of color perform readings, and student musicians and singers perform songs honoring Dr. King's legacy. Our 2018 speaker was board member and St. George's alumnus Rudy Bethea '87. In 2017, it was Kinyette Henderson '10.

## **Chapel Programming**

Our chapel has a long history of talks and sermons dealing with the topic of social justice. In fact, racial discrimination is a topic that has been preached about since the 1950s. Since then, in keeping with the school's Episcopal foundation, there have been a number of talks, readings, and hymns that recognize our students' wide variety of experiences.

## **Alumni Conferences**

St. George's has held Alumni of Color Conferences in 2006, 2007, 2009, 2011 and 2013, featuring speakers such as Cornel West, Tim Wise, and Lorene Cary. In 2018, the conference was re-crafted and renamed "A Weekend for Diversity, Equity & Inclusion" (April 20-21, 2018), featuring keynote speaker Derrell Bradford, executive vice president of 50CAN.

In 2013, our Alumni of Color Conference was dedicated to the celebration of the 50th anniversary of integration at St. George's. Speakers included Sylvester Monroe '69, author of "Brothers: Black and Poor -- A True Story of Courage and Survival," and the Rt. Rev. Hays Rockwell, former St. George's chaplain and author of "Steal Away, Steal Away Home." Also

in recognition of the 50th anniversary, The Conrad Young Prize, named in honor of St. George's first black student, was established and is now awarded annually "to a member of the fifth form who has contributed significantly to the school's efforts to become a more diverse respectful community through scholarship, leadership and character."

St. George's also hosted an LGBT Alumni conference in 2009. When asked why this gathering was so important, then Head of School Eric Peterson explained, "Agreeing to hold the LGBT conference is fundamentally an extension of the same spirit of inclusion that informed St. George's commitment to offering financial aid to needy students, admitting students of color, and enrolling girls. Each of those changes challenged the status quo of its time, and each resulted in outspoken and sometimes virulent resistance. In the end however, each of those efforts at inclusion strengthened, rather than weakened, our school."

## **Student Conferences**

St. George's has a long history of engaging with our peer schools in the areas of diversity, equity, and inclusion.

Director of Diversity Dr. Kim Bullock has attended and been a valued attendee and leader of the NAIS People of Color Conference for the last 18 years. St. George's students have traveled with her for the last nine years to attend the accompanying Student Diversity Leadership Conference. In 2017, Head of School Alixe Callen and trustee Rudy Bethea '87 also attended this conference with faculty and students.

St. George's was the host of the AISNE High School Students of Color Conference in 2005 and 2011. Director of Diversity Dr. Kim Bullock has taken SG students to this annual conference since 1998.

St. George's students organized the SG Spectrum and Allies Conference for Independent Schools in 2015, featuring keynote speaker Alex Myers, former chair of the St. George's English Department, a member of the transgender community, and author of "Revolutionary," a fictionalization of the true story of Massachusetts-born Deborah Sampson, a woman who disguised herself as a man in order to enlist and fight in the Continental Army during the Revolutionary War.

St. George's hosted the Asian American Footsteps Conference for Asian and Asian American students in 2016. Faculty members have taken SG students to this conference since 2012.

St. George's participated in the Independent School Gender Project — a survey to help understand student experiences around gender in independent schools — in 2005 and in 2008. This survey served to empower and advance the school's dialogue around gender.