

## Diversity, Equity, and Inclusion Timeline at Parker

Parker's mission challenges us to create and inspire a diverse community of independent thinkers. As we continue to diversify our community, we must be prepared with culturally competent pedagogical excellence. We are committed to our Diversity, Equity, and Inclusion work to date, and we will continue to learn and grow as a community. Parker is committed to fostering a diverse community as well as the work that must happen to ensure a culture of belonging is achievable and sustainable by being honest about the systemic oppressions that may be present in our community.

### 2012:

- Diversity Trainings (Jones Inclusive)

### 2013:

- Board-driven **Strategic Plan** that includes a multi-faceted Recruitment and Retention Plan, emphasizing the recruitment and retention of highly qualified students, faculty, staff, and Board members from diverse socio-economic, racial, and ethnic backgrounds.
- A Standing **Diversity Committee** of the Board of Trustees is created.
- 1912 Fund to support Diversity, Equity, and Inclusion (DEI) work is created.
- Diversity Trainings (Jones Inclusive)

### 2014:

- **Diversity and Inclusion Plan** created and implemented
- Diversity Trainings (Jones Inclusive)

### 2015:

- Create and fill the **Director of Diversity and Inclusion** position.
- Implement **“Diversity Day” / “Day of “Understanding”** in Grades 9-12; a student-led all-day symposium that delves into an array of issues including race, gender, sexual orientation, and disability through a series of workshops and guest speakers (*ongoing*).
- Assessment of **Inclusivity and Multiculturalism (AIM) Survey**, a School-wide assessment which provided a benchmark for Parker's climate and led to the creation of other strategic equity goals.
- **Retained annual funding** for full participation in the **Student Diversity Leadership Conference** for Upper School students

### 2016:

- **Implementation of AIM Action Items** (i.e., define inclusive curriculum; Professional Development: Classroom Environment Teaching Practices; Recruitment & Retention of Faculty & Students; and Professional Development: Expert speakers and facilitators).
- Diversity, Equity & Inclusion (DEI) **Professional Development Training begins**
  - Annual host voluntarily Seeking Educational Equity and Diversity (SEED) training for full-time faculty and staff JK-12.

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- DEI training on defining inclusive classroom practices JK-12.

2017:

- **Update to the Strategic Plan.** Inclusive Community pillar includes the following goals:
  - Creation of Outreach Plan- Double the number of school partnerships whose mission is to support historically underserved demographics; Increase the percentage of students of color from 32% to 40%, and double the percentage of African-American and Latino/a students by 2020.
  - Update annually guiding principles and track demographics of all applicants, ensuring racial and gender diversity in hiring.
- Launch **SPEAK** at Parker – a program designed to ensure the success of Upper School first-generation Latinx students and their families.
- **DEI Training continues**
  - Lower School focuses on gender, gender expression, sexual orientation
- **EDI (Equity, Diversity, and Inclusion) committee** of the Parents Association created.

2018:

- **Inclusive Classroom Practices added** to Professional Community Expectations.
- **The Center for Character, Citizenship and Community** was created (in the Upper School) and is staffed by the Director of Diversity, Equity and Inclusion, the Director of Community Engagement, the Dean of Students, the ASB Director, and the Associate Head of Upper School.
- **DEI Training continues**
  - Lower School foci on racial identity & racial literacy using the research and practice of Dr. Howard Stevenson “Read, Recast, Resolve”
- **Received Anti-Defamation League’s (ADL) designation as “School Against Hate”** at Upper School.
- **Participated in ADL’s “Walk Against Hate”** in all divisions.

2019:

- **Received Anti-Defamation League’s (ADL) designation as “School Against Hate”** at Upper & Middle
- **Diversity, Equity & Inclusion (DEI) addition to 6-12th scope & sequence**
- **Creation & Hiring of TWO DEI Roles at Lower**
  - DEI NIA Program Lead
  - Culturally Responsive Literacy Specialist
- Launch **NIA** at Parker – a program designed to ensure the success of Lower and Upper School African American, Black, Multiracial/Black, and Transracial Adoptee students and their families.

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- **Host San Diego Pollyanna Conference**, with the theme of recruitment and retention of diverse faculty and staff at independent schools to better mirror the student experience.
- Development of Parker's **Diversity Hiring Plan**, which provides a framework for an equitable hiring and retention protocol that will lead to a more diverse, dynamic, and highly effective faculty and administration.
- **Host California Nemnet Conference**, with the theme of discovering unconscious biases in hiring practices.