



LANCERS *for* EQUITY & JUSTICE

ACTION PLAN

VERSION 1.0
JULY 2020



FRANCIS
PARKER
SCHOOL



Francis Parker School is launching Version 1.0 of the Lancers for Equity and Justice Action Plan with the understanding that the Plan will operate in a perpetual state of growth, development, and iteration. Minor adjustments, improvements, and recalibrations are not only possible but expected, and the Plan will iterate accordingly. Metrics and timelines will be forthcoming and will provide measurable outcomes to evaluate the efficacy of the Plan.

LETTER TO THE PARKER COMMUNITY

Dear Parker Community,

On July 7, 2020, we shared two truths: Black Lives Matter; and at Parker, our organization, classes, and behaviors have not always reflected that essential truth. We pledge to do all in our power to help end systemic racial injustice. We are dedicating ourselves to revising our curriculum and program, devoting financial resources, engaging with philanthropic investors, and partnering with organizational leaders to seek and achieve the change we greatly desire for our students and our world.

The voices of our alumni and parents of alumni, along with their advocacy for change at Parker were critical in our swift movement. One alumna wrote, “I know that if any community can come together to make change, Parker can. You trained us to work hard despite all odds and that success is a marathon, not a sprint, so I ask that you remember these lessons yourself as we begin this process.”

They have asked us to “walk the walk;” we know actions speak louder than words. Therefore, we invite you to read the first version of the Action Plan. It is inspired by what we learned from the experiences of members of our community and created by a group of administrators, trustees, and faculty and staff including our Director of Diversity and Inclusion, Christen Tedrow Harrison, and our Grade 11 Dean, Dr. Rai Wilson.

Over the past decade, Parker has made strides in advancing this critical work including the establishment of a Diversity Committee of the Board of Trustees, undergoing a community-wide assessment of inclusivity and multiculturalism, and addressing the deficiencies and biases embedded in the JK to Grade 12 curriculum. Nevertheless, we know we have much more to do and pledge to do it with increased urgency, gravity, and earnestness.

We walk boldly and humbly toward a racially just future where each one of us feels like we belong in the Parker community.

Respectfully,



Kevin Yaley
Head of School



Susan E. Lester
Board Chair

LEADERSHIP

- Create the Office of Diversity, Equity, Inclusion, and Belonging (DEIB) as a standing department within the School.
 - Director of DEIB will serve on the Parker Leadership Team and report directly to the Head of School.
- Hire two new full-time positions within the Office of DEIB who will report to the Director.

Key responsibilities for the Office include:

- Oversee all anti-bias and anti-racist (ABAR) education and culturally linguistically responsive (CLR) training for students, faculty, staff, administration, Board of Trustees, and parents;
- Lead the effort in concert with Division Heads, Deans, and Department Chairs to integrate fully ABAR education and CLR training into the JK to Grade 12 curriculum;
- Create a multi-year professional development plan that provides required ABAR education and CLR training programs for faculty and staff;
- Lead the effort in concert with Human Resources to effectively and measurably attract, recruit, support, and retain Black, Indigenous, and People of Color faculty and staff (BIPOC);

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LEADERSHIP *(continued)*

Key responsibilities continued:

- Collaborate and partner with the alumni office to expand alumni engagement, and create and cultivate affinity groups;
- Examine opportunities for alumni partnership and mentorship specifically in the areas of retention and community building;
- Collaborate and partner with the admissions office to attract, recruit, retain, and support diverse students and their families;
- Seek partnerships with Linda Vista and greater San Diego community organizations that serve underrepresented populations;
- Recommend potential volunteer candidates to serve on various leadership committees including Board of Trustees Committees and Parents Association;
- Formalize the relationship with the Parents Association Diversity, Equity, and Inclusion Committee and Parent Education leaders to ensure ongoing ABAR education and CLR training; and
- Review criteria for vendor identification and selection for School business operations.

HIRING

- Conduct a formal audit of Parker's hiring practices to significantly increase the number of faculty, staff, and administration who identify as BIPOC.
- Ensure that racial diversity is a fundamental principle in the recruitment and hiring of faculty, staff, and administration.
- Establish a formal, ongoing recruitment process where BIPOC are being actively recruited to work at Parker even in the absence of a current vacancy.
- Provide expanded and deepened ABAR education and CLR training for faculty, staff, administration, and the Board of Trustees as part of the hiring process.

CURRICULUM & PROGRAMMING

- Integrate fully ABAR education into the JK to Grade 12 curriculum, ensuring the voices, experiences, history, and contributions of BIPOC are ubiquitous.
- Formalize and incorporate ABAR education into the Lower, Middle, and Upper School programs.
- Create a slate of discrete courses and/or programs in the Upper School that will satisfy a new ABAR graduation requirement.
- Undergo thorough audit of humanities content reassessing traditional texts and historical units to incorporate an authentic exploration and representation of the human condition in which BIPOC have always been present.

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CURRICULUM & PROGRAMMING *(continued)*

- Expand and deepen ABAR education and CLR training for faculty, staff, administration, parents, and the Board of Trustees.
- Formalize and support affinity groups for students, faculty, parents, and alumni to create safe spaces to share their experiences and advise on organizational change.
- Work with the student leadership and other student-led organizations to create and expand assembly programs and other extracurricular opportunities that honor the diverse experiences represented in the Parker community.
- Host community forums for parents, parents of alumni, alumni, students, and faculty and staff to share their experiences of race at Parker.

ACCOUNTABILITY

- Create, adopt, and implement a formal bias incident policy and procedures for reporting and resolving incidents of racial bias that is available to the full Parker community.
- Incorporate ABAR education and CLR training into faculty and staff annual evaluations.
- Provide a preliminary report to the Diversity Committee of the Board of Trustees in January 2021.
- Provide a comprehensive report to the Board of Trustees in July 2021.
- Publish an Action Plan Update and Version 2.0 to the full Parker community in July 2021.

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