

Nightingale DEI Action Plan

ACTION ITEMS	PROGRESS	TIMELINE
Meetings with academic departments to clarify ongoing DEI expectations	Each academic department convened over the summer with division heads and Associate Head of School to discuss and review expectations of departments this year based on feedback from discussions with parents, current students and alumnae.	Completed July 2020
Formation of DEI Committee on Alumnae Board	The DEI Committee of the Alumnae Board will provide alumnae programming, events and correspondence that are inclusive, representative, and supportive of all alumnae.	Completed July 2020
Expand schoolwide DEI team	Expanded the DEI team to include divisional coordinators to better guide, invest in and inform our ongoing commitment to creating an anti-racist community for all students and families.	Completed August 2020
Recruiting and retaining more diverse faculty and staff	For the 20-21 school year, Nightingale has hired 19 new faculty and staff, including 16 new teachers. 10 new teachers are people of color.	Ongoing
Provide faculty training in Restorative Practices	Staff members will receive intensive training in restorative practices to address raised concerns and work on solutions for healing. 18 staff members have already received this training.	July 2020 — Ongoing
DEI Training for Alumnae Board and Young Alumnae Committee (YAC)	Alumnae Board and YAC held an antiracism training session in early August and will engage in a Restorative Practices session this week with expert facilitators	Ongoing
Alumnae Outreach	The Alumnae Board, with the help of the DEI Committee, will provide programming for 2020-21 that will include DEI education, restorative spaces for healing and discussion, as well as affinity groups.	Fall 2020

ACTION ITEMS	PROGRESS	TIMELINE
<p>Antiracism training for all Department Chairs</p>	<p>An expert facilitator trained all Department Chairs with a focus on culturally responsive teaching, how to react in the moment when a student is marginalized, and how to hold teachers accountable for what they say and do in the classroom.</p>	<p>Ongoing — first session, August 2020</p>
<p>Revise Nightingale’s guide to excellent teaching and teacher supervision to reflect a commitment to DEI on all levels. This approach to working with students and curriculum that is guided by an equity lens.</p>	<p>Faculty and other school leaders have worked steadily on broadening the definition of what good teaching consists of including skill sets such as: “The teacher examines curricula and pedagogy for bias and blindspots, taking the initiative to rethink or develop new programs.” This existing teaching guide will include the Employee Accountability in Diversity, Equity, and Inclusion expectations that a team of faculty created this summer.</p>	<p>New expectations were presented at the August 28 Academic Affairs meeting and will be integrated into the guide to excellent teaching this fall.</p>
<p>Utilize opening Faculty and Staff meetings to address all feedback, criticism and calls to action, including postings on Black@ Nightingale</p>	<p>Faculty and staff address and learn from feedback in order to identify ways to be more supportive of all students.</p>	<p>Opening Faculty/Staff Meeting September 2020</p>
<p>Dedicate weekly faculty and staff meetings for DEI initiatives</p>	<p>Every Wednesday after school we will meet as an entire faculty and staff to focus on creating an anti-racist and more inclusive school culture for our students. This will be in addition to the multiple meetings faculty and staff have every week — in teaching teams, and in divisions and departments.</p>	<p>September 2020 — Ongoing</p>
<p>Revise codes of conduct and policies to reflect intolerance for racism and commitment to inclusivity, and develop a standardized and equitable process for handling bias-related incidents</p>	<p>Small groups of faculty/staff and students have worked together this summer and created the following:</p> <ul style="list-style-type: none"> • A Discriminatory Conduct Policy for student and faculty handbooks. • A Bias Incident Reporting Protocol that will enable students to report incidents of bias, by name or anonymously. The creation of a bias incident response protocol acknowledges that incidents of bias are counter to our institutional goal of creating an inclusive environment. 	<p>September 2020</p>

ACTION ITEMS	PROGRESS	TIMELINE
<p>Revise codes of conduct and policies to reflect intolerance for racism and commitment to inclusivity, and develop a standardized and equitable process for handling bias-related incidents</p>	<ul style="list-style-type: none"> In the Upper School student handbook, we have updated the Honor Code, the Commitment to Diversity, and the Goals for Students sections to reflect a commitment to treating others with respect and dignity, and valuing, safeguarding, and being accountable for inclusivity and equity in our school. Restorative/ transformative justice practices have been incorporated into our conduct and discipline processes to ensure learning, growth, repair of harm, and accountability. We will also be incorporating restorative practices and circles throughout the school for community building and important conversations. 	<p>September 2020</p>
<p>Review curriculum for bias</p>	<p>Initiate the review, development and teaching of an inclusive curriculum that demonstrates cultural competence. This will be accomplished in partnership with subject-specific experts and spearheaded by department chairs, the Associate Head of School and the Director of DEI.</p>	<p>September 2020 — Ongoing</p>
<p>Identify 2020/2021 DEI consultants and share bios with school community</p>	<p>Identifying consultants whose commitment to equity work is grounded in relationship building, building communities grounded in love and justice and creating systemic change around DEI in organizations.</p> <p>We contracted with Howard Stevenson to facilitate sessions with faculty/staff and parents on November 9. His work focuses on how racial stress and trauma affect all aspects of life, especially for students of color.</p>	<p>September 2020</p>
<p>Comprehensive academic commitment to antiracism</p>	<p>Departmental statements will be produced by October 2020 that demonstrate the anti-racist work that will be done through curriculum, with their curriculum, with their colleagues, and with their students.</p>	<p>In progress — mid-October 2020</p>
<p>Formation of Lower School student handbook</p>	<p>Topics will be approached in an age-appropriate way, and the handbook will affirm our commitment to creating and maintaining an inclusive environment.</p>	<p>In progress — Fall 2020</p>

ACTION ITEMS**PROGRESS****TIMELINE**

Account for, and share progress with broader community

Provide regular updates and solicit feedback on our ongoing work to create an anti-racist school community to all stakeholders.

Ongoing

Revision of student enrollment contracts and faculty/ staff contracts

Contracts to account for schoolwide adherence to antiracist practices and commitment to inclusion.

In progress to align with distribution of contracts:

- February 2021 for student enrollment
- March 2021 for administration, faculty and staff