

Governance Responsibilities for DEI (But I Thought the Teachers Were Handling It?)



July 7, 2020

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CRITICALLY RETHINKING DIVERSITY

Almaden Country School	Episcopal High School	Menlo School	St. Paul's Episcopal School
Annie Wright Schools	Escuela Bilingüe Internacional	Mirman School	Salesian College Preparatory
Athenian School	FAIS, Portland	Montessori Family School	San Domenico School
Aurora School	FAIS, San Francisco	Moses Brown School	San Francisco Day School
The Bay School of SF	The Gillispie School	Mount Tamalpais School	San Francisco Friends School
Bentley School	Girls' Middle School	National Cathedral School	The San Francisco School
The Berkeley School	Gulliver Schools	Oakwood School	SF University High School
Bertschi School	The Hamlin School	Oregon Episcopal School	San Francisco Waldorf School
Bishop O'Dowd High School	The Harker School	The Overlake School	La Scuola
Black Pine Circle Day School	Head Royce School	The Oxbow School	Sea Crest School
Branson School	Hillbrook School	Pacific Ridge School	Seattle Academy
Brentwood School	Holy Names Academy	Park Day School	Seattle Catholic Schools
Buckley School	Holy Rosary School	Peninsula School	Sonoma Academy
The Bush School	International High School	Pingry School	Sonoma Country Day School
The Carey School	Jewish Community HS of the Bay	The Potomac School	Spruce Street School
Castilleja School	Kalmanovitz School of Ed, SMC	Presidio Hill School	Stuart Hall for Boys
Cate School	Katherine Delmar Burke School	Principia Schools	The Thatcher School
Cathedral School for Boys	Keys School	Prospect Sierra School	Town School for Boys
Catlin Gabel	Laurence School	Redwood Day School	TVT Community Day School
Children's Day School	Lick-Wilmerding High School	RHP & Renaissance Schools	University Prep
Chinese American International School	The Little School	River Oaks Baptist	The Urban School of San Francisco
College Prep	Los Gatos-Saratoga Observation	Ross Valley Charter School	Vacaville Christian Schools
Convent Elementary School	Nursery School	Sacred Heart Schools, Atherton	Viewpoint School
Crane Country Day School	Marin Academy	Sage Hill School	Village School
The Crowden School	Marin Country Day School	Salesian College Prep	Wesley School
Crystal Springs Uplands School	Marin Prep	St. Edmund's Academy	Westland School
Curtis School	Marin Primary & Middle School	St. Gregory College Prep	Westmark School
Drew School	Mark Day School	St. Ignatius College Preparatory	Westridge School
Eastside Prep	Marlborough School	St. Mary's College	Westside Neighborhood School
École Bilingue	Maybeck High School	St. Matthew's Episcopal Day School	White Hill Middle School
	The McGillis School		Wildwood School

Other clients

A.C.T.
 Aim High/Crossroads
 BAISHA
 Beaverton School District, OR
 Beyond Differences
 CA Teachers Development Collaborative
 Diversity in Governance
 Education Outside
 EPA, Region 9
 The Fulcrum Foundation
 The Haas Center for Public Service, Stanford University
 Independent School Chairpersons Association
 Independent Schools Association of Central States
 The Institute for SEL
 Kentfield School District, CA
 Marin Theatre Company
 No Bully
 Northwest Association of Independent Schools
 Roots of Change
 Samuel Merritt University
 Seattle Catholic Schools
 SMART
 Summerbridge, UHS

Conferences

Affinity Group Educators
 Asian Educators Alliance
 Association of Independent School Admission Professionals
 Bay Area Directors of Admissions Symposium
 Blink's Class Conference
 California Association of Independent Schools
 Creating Balance in an Unbalanced World
 East Bay Independent School Association
 Educational Collaborative for International Schools
 The Enrollment Management Association
 Equity & Inclusion Through a Leadership Lens
 Independent School Chairpersons Association
 Independent Schools Association of Central States' Diversity Summit
 LWHS Asian-American Student Conference
 National Association of Independent Schools: Annual and People of Color Conferences
 National Partnership for Educational Access
 Northwest Association of Independent Schools: Board Chairs and Heads, Fall Educators and Institutional Leadership Conferences
 People of Color in Independent Schools of Northern CA
 Private Schools with Public Purpose
 White Privilege Conference
 Wildwood Multicultural Leadership Institute

Poll: Has your school issued a statement about antiblack racism to your community?

3 min "yes, and..." brainstorm breakouts:
 If your school does make a commitment to antiracism, what should the board be doing?

A brief and incomplete history of DEI practice in US independent schools

- **1628:** 1st private school (The Collegiate School, Manhattan, NY) founded in the US
- **1963:** NAIS founded
- **Early 1980's:** NAIS creates its Office of Minority Affairs
- **2012:** NAIS Board approves PGPs – Equity & Justice

When did Advancement become a practice?

How long have boards participated in advancement?



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Advancing DEI institutionally



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Boards: Responsible for owning why DEI

- PGP – Board of Trustees 1: The board adopts a clear statement of the school's mission, vision, and strategic goals and establishes policies and plans consistent with this statement.
- PGP – Equity & Justice 1: The school establishes the foundations for its commitment to equity and justice in its defining documents (mission, core value, and/or philosophy statements).

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Boards: Responsible for DEI strategy

- PGP – Board of Trustees 6: The board recognizes that its primary work and focus are long-range and strategic.
- PGP – Board of Trustees 7: The board undertakes formal strategic planning on a periodic basis, sets annual goals related to the plan, and conducts annual written evaluations for the school, the head of school, and the board itself.
- PGP – Equity & Justice 3: The board of trustees and the head of school articulate strategic goals and objectives that promote diversity, inclusion, equity, and justice in the life of the school.



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Arenas of board responsibility

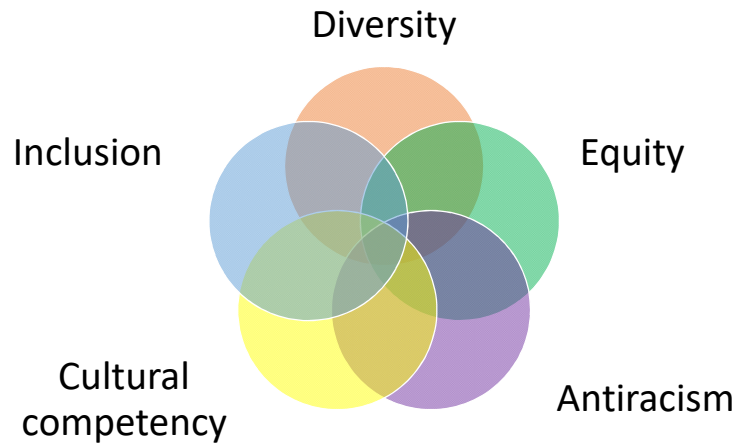


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Poll: Do you feel prepared and capable as a board chair to talk about DEI in your school?

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Wait, what are we talking about?

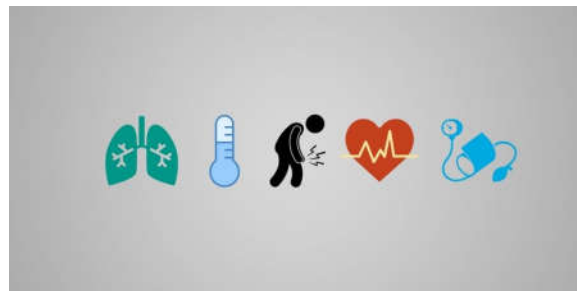


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Not multiple choice

Diversity, equity and inclusion are indicators of community health.

Antiracism (demonstrated through **racial DEI**)
is a *vital* and incomplete indicator.



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Boards: Responsible for community “health”

- PGP – Board of Trustees 11: As leader of the school community, the board engages proactively with the head of school in cultivating and maintaining good relations with school constituents as well as the broader community and exhibits best practices relevant to equity and justice
- PGP – Equity & Justice 2: The school respects, affirms, and protects the dignity and worth of each member of its community.
- PGP – Equity & Justice 5: The board of trustees and the head of school keep the school accountable for living its mission by periodically monitoring and assessing school culture and ongoing efforts in admission, hiring, retention, financial aid, and curriculum development.



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**What do I
do now?**



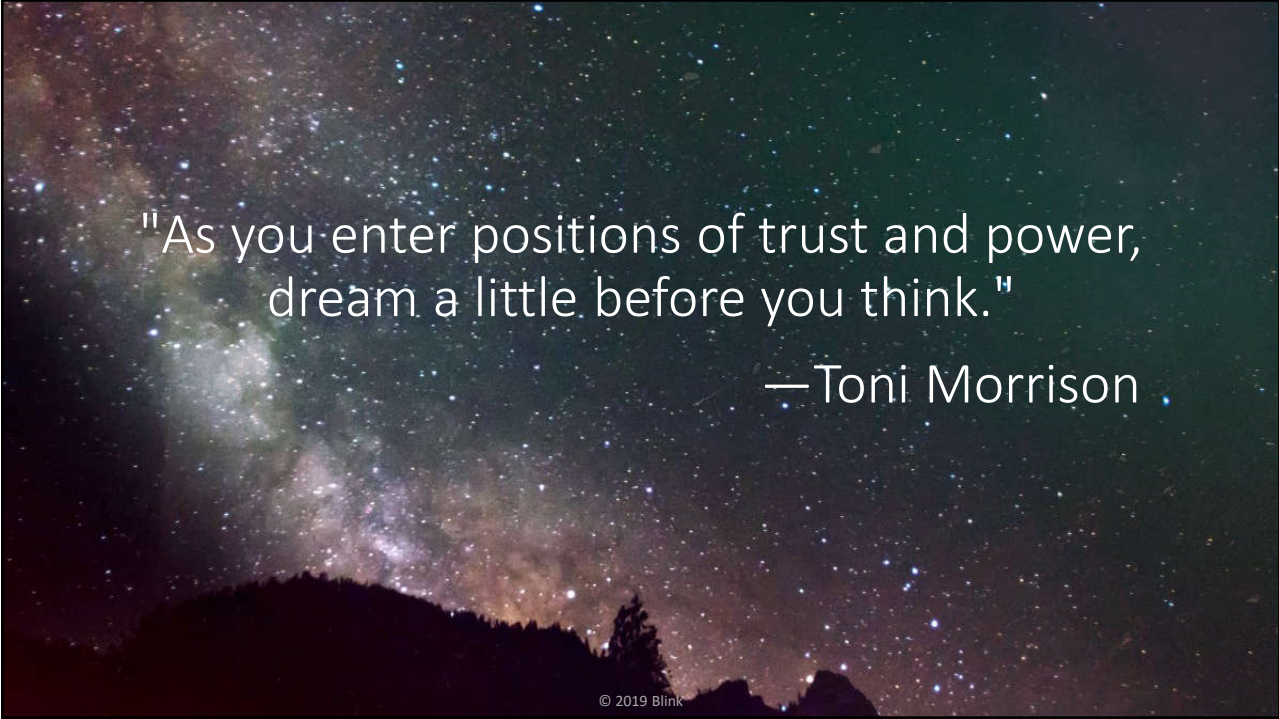
1. Own your *why* DEI (i.e. the business case) – see: mission, core values, PGP “mash-ups,” “How Diversity Makes Us Smarter” (Phillips, 2014) and persistent data on inequity in education
2. Establish baseline DEI fluency expectations for practice and growth—and build up resources, opportunities and expectations to support learning as a board
3. Schedule DEI time on the board’s upcoming agendas (at least quarterly this year) – to build internal capacity, set internal goals, review internal processes, assess progress and think strategically

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Boards: Responsible for DEI pro growth

- PGP – Board of Trustees 12: The board is committed to a program of professional development that includes annual new trustee orientation, ongoing trustee education and evaluation, and board leadership succession planning.
- PGP – Equity & Justice 4: The school develops meaningful requirements for cross-cultural competency and provides training and support for all members of its community, including the board of trustees, parents, students, and all school personnel.

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"As you enter positions of trust and power,
dream a little before you think."

—Toni Morrison

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The *board* business case for DEI



- First and foremost, your school's mission
- Creary, Stephanie, et al. "When and why diversity improves your board's performance." *Harvard Business Review*. 3.27.19.
- Gompers, Paul and Silpa Kovvali. "The other diversity dividend." *Harvard Business Review*. July – August 2018.
- Kramer, Vicki, et al. "Critical Mass on Corporate Boards: Why Three or More Women Enhance Governance." 2006.
- Levinson, Matt. "Boardroom: Getting the Board On Board with Diversity, Equity, and Inclusion Work." *Independent School*. Fall 2018.
- Phillips, Katherine. "How diversity makes us smarter." *Scientific American*. 10.1.14.