

DIVERSITY, EQUITY & INCLUSION RECOMMENDATIONS

Prepared by Diversity, Equity and Inclusion Committee of the LAB Parents' Association

In September 2015, a committee of the LAB Parents Association launched a process to solicit input from parents regarding the school's work in the area of Diversity, Equity and Inclusion. All parents were invited to attend any one or all of three open meetings, which were held on Nov. 9, Dec. 14, and Jan. 26. Overall, more than 200 parents participated, with some parents attending more than one session. In addition, a number of dedicated individuals offered critical feedback outside of the scheduled meetings. There were several parents who met with the PA DEI Committee to raise specific concerns about issues affecting their children, about the diversity efforts at the school and about this planning process. We respectfully engaged in those discussions. We listened to the concerns and incorporated them into this set of recommendations.

This document is meant to convey the general concerns and suggestions from parents to the LAB community, particularly the school administration. The parents who were involved in this process understand that the school faces constraints that limit their ability to respond fully to these recommendations. Still, we believe that it is our responsibility as parents to share our concerns and our recommendations with the LAB community. We do so as a dedicated group of parents and with respect for our community. We believe that these recommendations are critical as LAB commits itself to more fully realizing the goals of diversity, equity and inclusion as articulated in the school's diversity mission statement.

The recommendations here align with the LAB diversity mission approved by the Board of Trustees. Each suggestion is *briefly* elaborated upon in the notes below. The suggestions have not necessarily been prioritized and we offer them in the spirit of stimulating discussion and promoting action. It is important to consider this to be a living document; the recommendations will be modified to incorporate feedback from various constituencies and updated to reflect on-the-ground realities of work at LAB.

1. ORGANIZE REGULAR MEETINGS OF PA DIVERSITY, EQUITY & INCLUSION (DEI) COMMITTEE

Responsibility of: PA-DEI Committee

Goals

- i. Set up a regular meeting schedule
- ii. Develop a work plan for the Committee
- iii. Create a formal mechanism for ongoing communication with parent community

2. REQUIRE SCHOOLWIDE PROFESSIONAL DEVELOPMENT

Implement cultural competence, inclusion, and diversity training for teachers, faculty and administration.

Responsibility of: Director of Programs and Partnerships

Goals

- i. Promote inclusion within classrooms
- ii. Create supportive dialogue and vocabulary around difficult issues and current events related to injustice
- iii. Establish expectations for faculty and staff with regards to commitment to diversity
- iv. Support DEI professional learning communities

3. DEVELOP CURRICULUM

Develop vertical N3-12 curriculum on anti-oppression work, social justice and inclusion.

Responsibility of: Director of Programs and Partnerships (with Principals)

Goals

- i. Represent the histories and experiences of all races, ethnicities, genders and other identities
- ii. Connect the idea of inclusion to everyday action
- iii. Promote a classroom dialogue around differences

4. DIVERSIFY FACULTY AND STAFF

Build critical mass of faculty and staff to better reflect the school's commitment to diversity.

Responsibility of: LAB Director

Goals

- i. Set specific recruitment and retention goals
- ii. Develop a strategic plan to meet goals
- iii. Hire more people from underrepresented groups

5. RECRUIT AND RETAIN DIVERSE STUDENT BODY

Recruit more students of color, students from diverse socioeconomic backgrounds and other groups who are underrepresented to apply, accept and stay in Lab.

Responsibility of: Executive Director of Admissions and Financial Aid (with Principals and Financial Aid Committee)

Goals

- i. Evaluate admission criteria
- ii. Include diversity discussion with applicants
- iii. Increase financial aid
- iv. Collect information about why students/families have left
- v. Increase climate of inclusion to support success and retention of all students

6. CULTIVATE COMMUNITY ENGAGEMENT

Create ways to allow for student engagement with their surrounding communities.

Responsibility of: Director of Programs and Partnerships (with Principals)

Goals

- i. Encourage students to recognize and engage with the diversity and power/privilege dynamic that surrounds them
- ii. Adopt information and resources from organizations that are well-versed on specific identities and subjects (sexuality, socio-economic status, mental/physical ability, etc.)

7. SUPPORT DATA COLLECTION, ACCOUNTABILITY & ASSESSMENTS

Expand data collection and transparency about access, equity and inclusion.

Responsibility of: Coordinator of Diversity, Equity and Inclusion

Goals

- i. Collect, analyze and make available a diversity dashboard that provides disaggregated data about the school's current faculty, staff and student demographics and measures of student success
- ii. Evaluate current diversity climate
- iii. Develop strategic plan to increase levels of diversity and positive attitudes around diversity
- iv. Develop a transparent data share method for the Lab community to access

8. BUILD AFFINITY GROUP LEADERSHIP

Bring together teachers, students, parents and staff who are excited about celebrating diversity to lead the work with their constituency groups.

Responsibility of: Coordinator of Diversity, Equity and Inclusion

Goals

- i. Create a formal structure for ongoing affinity group meetings.
- ii. Develop a system for ongoing feedback between the affinity groups, the PA and school administration.
- iii. Create more opportunities for informal gatherings of affinity group members.

9. REITERATE ADMINISTRATION'S COMMITMENT TO DIVERSITY, EQUITY & INCLUSION AT LAB

Responsibility of: LAB Director

Goals

- i. Support current DEI staff by growing the department; providing adequate resources and access to administrative decision-making processes
- ii. Create benchmarks, methods of evaluation and systems of accountability
- iii. Share regular updates and progress with LAB parent community