



The 2021-22 Diversity Committee Report

Introduction

The Diversity Committee (DC) is proud to share with the SFS community some of the Diversity, Equity, Inclusion, Justice (DEIJ) values-driven work we have taken on this year in collaboration with the Board of Trustees and Administration in service of our school and the broader communities we belong to.

Diversity Committee Activities

1) Actively engage, support, and provide consultancy to the work of SFS Board of Trustees on anti-racism and justice initiatives, in partnership with [The Mosaic Project](#):

- a. In January, each Board of Trustees Committee Chair (Advancement, Diversity, Finance, Nomination, Public Purpose, Site) met jointly with the DC and Mosaic to consider DEIJ goals and plans for each Committee
- b. To better educate ourselves, the DC members prepared for this important working session by pre-reading a draft of the *Independent Schools Working Towards Justice Best Practices and Considerations* document from Mosaic. The framework and content provided all of us with the baseline lens to approach this work with and helped quickly align us with the ongoing anti-racist efforts from the Board of Trustees
- c. At this session, we split up into breakout groups consisting of DC members and SFS administration, led by Board committee chairs, to review and help prioritize DEIJ proposals the Board of Trustees developed throughout the fall semester. Our collective discussions were quite productive, resulting in prioritization of the initiatives per committee, from “low-hanging fruit” to longer-term, more complex ideas
- d. A few of these proposals are already in progress (e.g. Finance Committee to audit list of school vendors with DEIJ in mind; Nominating Committee evaluating Board representation and recruiting process, etc.)
- e. In culmination of our efforts this year and on behalf of the DC, Thea Anderson ‘90 (Trustee and DC Chair) made the following recommendations to the full Board with the goal of continuing this work moving forward:
 - i. *Integrate Mosaic work products as living toolkit for Board*

- ii. Review best practices and toolkit at New Trustee Orientation and at DC update of September meeting*
- iii. Establish norm to integrate these practices into Board Updates including trade-offs encountered, decisions made*
- iv. Integrate norm in annual goal setting process with the Board of Trustees and in annual goals of all of the committees*
- v. Provide ongoing communication to broader SFS community*

2) Support SFS's [Inclusion Dashboard](#) work: Review and continue to serve as consultants to this body of work and provide suggestions to ensure that all students have a strong sense of belonging at SFS

3) Support the completion of SFS' Statement on Diversity, Equity, Justice and Belonging ([More details](#)):

At the core of The San Francisco School (SFS) are the values of diversity, equity, justice, and belonging. From what we teach to how we teach it, we commit to model these values and instill them in our students. SFS actively supports all individuals to be their complete, authentic selves and fosters a community grounded in social and environmental justice. As a result of this effort, we aim for every person to thrive in an inclusive and culturally-rich context, fueled by diversity of thought, perspective, and experience, that enhances learning and supports the ability of individuals to fulfill their humanitarian promise.

The San Francisco School delivers on our mission by modeling and promoting equity, justice, interculturalism, neurodiversity, environmental sustainability, and peace in our work. SFS's commitment to being an equitable and inclusive community is intentionally woven into every facet of the School experience. Whether it's through academic and athletic opportunities, assemblies, school governance, committee work, or ongoing professional and curriculum development, SFS embraces each community member.

4) Support the Family Association's anti-racism and justice work, heritage celebrations, and affinity groups:

- a.** Provide ongoing support, leadership, and consultancy to the FA for the above and any other DEIJ- related efforts, as requested

Looking Ahead

As this school year comes to a close, all of the DC members are grateful for the steadfast

partnership with the Board of Trustees and SFS administration and their collective dedication to DEIJ efforts. In our discussions with The Mosaic Project, they have mentioned that it is not always typical that the boards of independent schools embrace this work. But the SFS Board does and will continue with its efforts in consultation with the DC to ensure equity of voice and ample representation of all of our variety of perspectives.

We are just beginning to dive deeper into this journey of living SFS's values of Diversity, Equity, Inclusion, and Justice even more fully. As we continue this work next year and beyond, the DC is committed to bringing more transparency to our community with these important efforts. Therefore, our goal is to send out a DC Newsletter 2 - 3 times a year to keep you abreast of our activities and the progress we are making towards these goals.

We wish all of you a summer full of rejuvenation, joy, and lots of quality time with family and friends. Until the fall....

