



BELMONT HILL SCHOOL

DIVERSITY ACTION PLAN: 2020-2025

Public Version from Belmont Hill School Website

STRATEGY:

Emerging from Belmont Hill's Strategic Vision of 2018, as well as the implementation of the NAIS Assessment of Inclusivity and Multiculturalism (AIM) Self-Study in the fall of 2019, the Diversity Committee was charged to create an action plan for Diversity, Equity, and Inclusion (DEI) initiatives at Belmont Hill for the next five years. The intention is that this Plan demonstrates that Belmont Hill's commitment to Diversity Equity, and Inclusion (DEI) initiatives is tangible and real. We sought an Action Plan whose format was succinct, transparent, and measurable. The Plan covers components of gender, sexual orientation, and sexual identity in addition to race, socio-economic class, and other areas.

ACTION:

This document presents the areas of focus and philosophical goals of the Plan. Leaders have been assigned to each focus area and have all provided input into their respective areas of responsibility.

ACCOUNTABILITY:

The Plan creates an important framework but is intended to be revisited and updated each summer by the Administrative Team. An additional internal dashboard for the Administration to monitor tactical strategies in achieving these goals has been created and progress will be reported annually to the Board of Trustees.

FOCUS AREAS

PEDAGOGY & PROGRAM

GOAL: Move to a more integrated vision of multiculturalism, gender, and equitable teaching practices within the academic program.

Perform a DEI curricular audit that will address three critical strands:

- Multicultural Education – ensuring a wide variety of perspectives are represented in the program
- Inclusive Teaching Practices – teachers and pedagogy adjusted to increase belonging and inclusion
- Provide access to upper-level courses to all boys more fully
- Embed time in our schedule for deeper and more consistent dialogue on DEI issues
- Review and adjust departmental and graduation requirements as needed to achieve these goals

STUDENT EXPERIENCE

GOAL: Support difference and enhance a true sense of belonging in new ways for all members of the community.

- Augment and add to existing affinity groupings and spaces where boys of different backgrounds feel supported – including religion and sexual identity as well as race and ethnicity
- Consider new ways to support the residential student community more fully
- Analyze and develop the staffing and structure of the Office and Community and Diversity to meet goals and objectives of this plan and long-term goals more comprehensively

HIRING

GOAL: Continue diversifying the faculty and staff to become more closely aligned with the diversity of the student body.

- Maintain emphasis on building diverse candidate pools in all searches as well as implicit-bias training for the Administration to support this objective
- Build networks and track data more comprehensively in all areas of this process to measure progress
- Continue to develop strategies to address housing concerns related to hiring at Belmont Hill
- Leverage teaching-fellow program more fully to meet diversity objectives

ADMISSION

GOAL: Meaningfully increase the percentage of students of color on our campus.

- Continue recent progress in outreach to find great matches for Belmont Hill from diverse populations
- Leverage success with current families to spread the word in communities of color about Belmont Hill
- Track and develop strategies to attract outstanding candidates (both financial aid and full-pay students) of diverse backgrounds

FACULTY/STAFF DEVELOPMENT

GOAL: Build a fully culturally competent faculty and staff.

- Increase trainings and professional development for all faculty and staff
- Add cultural competency skills as a component of all evaluations across campus
- Continue to foster on-campus opportunities for growth and development in addition to traditional conference avenues; foster a culture of dialogue and growth in this area
- Ensure that staff compensation is strong and that our adult culture is fully inclusive as well

LANGUAGE

GOAL: Help all Belmont Hill boys and adults understand intent vs. impact regarding language use in a deeper way.

- Create a committee to thoughtfully tackle issues of intent and impact with language use on campus including training around microaggressions
- Build out programming that will develop awareness and sensitivity while preserving a sense of humor and brotherhood on campus

GOVERNANCE

GOALS for the Board of Trustees:

1. The Board of Trustees should strive to reflect the diversity of its student body and of its surrounding communities
 2. Governance at the School should promote equity and inclusion among parents, students, and faculty/staff
 3. Governance at the School should promote leadership development among all communities
- Consider and implement best strategies to continue Board professional growth and leadership as a model for the organization
 - Analyze opportunities for Belmont Hill to have a broader community impact through vendor selection and other potential programming as an “anchor institution” in our area
 - Continue analyzing future of residential program in our Long-Range Vision

ALUMNI

GOAL: Ensure all Belmont Hill Alumni feel equally valued and supported.

- Develop deeper mentorship programming between students and alumni of color
- Leverage alumni for speakers and other programming
- Continue building events that help communicate our work and commitment in this area
- Strengthen MAP structure to maximize its positive impact on the Belmont Hill community

MARKETING & OUTREACH

GOAL: Increase marketing content for DEI initiatives.

- Develop social media and other marketing strategies to more consistently tell the story of our commitment to work in this area.
- Close the gap in understanding regarding our progress and programming in this area for parents and alumni
- Integrate work in this area with a projected website rollout Fall of 2021

PARENT EXPERIENCE

GOAL: Continue improving support for and education of the parent body.

- Hone messaging regarding why DEI work is an essential aspect of developing character and college preparation for all students and not just students of color
- Work to create thoughtful events that will draw in a larger group of the parent body to address our goals
- Offer exciting opportunities for parents who are eager to go deeper into this area

CENTENNIAL VISION

GOAL: Clarify an even more inclusive Centennial vision for Belmont Hill that builds upon past strengths with a demonstrated commitment to growth and improvement.

- Establish History Task Force to dynamically engage with our history
- Utilize the work of this Task Force to infuse the Centennial with new positive energy
- Refine a message (in our website and elsewhere) that continues to unify our community during a time of division nationally