



Morristown Beard  

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School

# DEIB Community Update

April 2022

# Racial Justice Task Force

## DEIB: Priorities and Strategic Goals

*Actively audit and revise the curriculum for all grades to reflect diverse, equitable, and inclusive perspectives.*

**Curriculum**

**Professional Development**

*Promote cultural competency among faculty, staff, and the broader MBS community through education and training.*

**Student Engagement**

**Code of Conduct**

*Intentionally and purposefully ensure a safe, equitable, and inclusive school environment where every student is empowered to discover and develop their individual pathway to academic success and personal fulfillment without barriers.*

*Strengthen the connection to BIPOC parents by creating opportunities for them to engage with each other and the School community.*

**Parent Engagement**

**F&S Hiring/Retention**

*Broaden and strengthen recruitment and retention efforts of faculty and staff of color.*

*Boldly invest and commit the necessary resources needed to build and support the infrastructure to advance diversity, equity, and inclusion.*

**Financial Support of DEI**

**Specified Fundraising/ = in Funding**

On January 21, 2021 the 2021-2026 Strategic Plan was approved, with a pillar dedicated to Diversity, Equity, Inclusion, and Belonging (DEIB) that included all of the recommendations put forth by the Racial Justice Task Force (RJTF).



## STRATEGIC PLAN 2021-2026

→ ACADEMIC PROGRAM	→ WELLNESS	→ DIVERSITY, EQUITY, AND INCLUSION	→ EXPERIENTIAL LEARNING	→ ENROLLMENT MANAGEMENT
Develop academic programs to empower intellectually curious learners to ethically and responsibly meet the challenges of a world undergoing a technological revolution	Expand the range and reach of our initiatives to support the mental, emotional, and physical wellbeing of all members of the MBS community	Cultivate an anti-racist culture and an intentionally inclusive school community	Engage our community in meaningful, hands-on challenges to foster empathy, resilience, and the courage to reconsider what is possible	Expand MBS's reputation as a school of choice that focuses on each student's individual educational experience
Enhance the academic programs through ongoing appraisal of curricular initiatives, grading and assessment practices, and essential skills	Revise the wellness curriculum and rethink the place of wellness throughout the curriculum in light of the widening understanding of what constitutes "health" and "wellness"	Boldly invest the resources needed to advance diversity, equity, and inclusion	Make the distinct strengths of Performing Arts, Visual Arts, and Design Studies reasons to come to MBS	Increase alignment of the admission process and strategies with the school's curricular philosophy through more sophisticated use of data
Create and fund professional development that supports curricular initiatives, fosters faculty growth, enhances each student's experience	Build a professional development program for faculty and staff to learn about the latest research in mental health, inclusivity, self-care, and social/emotional learning and how it pertains to the learning of students	Ensure the school environment and policies are respectful, free of bias, safe, and empowering for every student	Map out clearer pathways for students committed to the Arts at MBS	Implement new recruitment efforts to expand applicant pool with a concentration on key entry points
Audit and revise the curriculum for all grades to incorporate more diverse, equitable, and inclusive perspectives	Update and expand the MBS facilities to meet the demands of a robust cross-community commitment to wellness	Strengthen the connection to BIPOC parents and alumni by creating opportunities for them to engage with each other and the school community	Expand the force and scope of "Global Studies" at MBS	Maximize accessibility for all students who seek the MBS experience
Cultivate the habits of mind and skills students will need to face the challenges of an increasingly complex world	Establish clearer, and more, lines of communication between student-led wellness initiatives, the administration and faculty, and parents	Expand cultural competency training for all faculty and staff while also providing educational opportunities for the entire MBS community	Challenge the MBS community to recognize and confront global and local interconnectedness with humility, respect, and a sense of responsibility	Ensure long term sustainability of School to support these initiatives, including growth of the endowment
	Update MBS crisis plan in light of recent national and regional pandemic	Prioritize and broaden our recruitment and retention strategies to increase the number of BIPOC faculty/staff	Guide and support the MBS community in meaningful service opportunities	Continue to provide opportunities that make the MBS experience exceptional
			Extend the reach of academic programs into communities of real-world professionals	



# DIVERSITY, EQUITY, INCLUSION, AND BELONGING

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## OBJECTIVE:

**Cultivate an anti-racist culture and  
an intentionally inclusive school community**

## IMPLEMENTATION:

Boldly invest the resources needed to advance diversity, equity,  
inclusion, and belonging

Ensure the school environment and policies are respectful, free of bias,  
safe, and empowering for every student

Strengthen the connection to BIPOC\* parents and alumni by creating  
opportunities for them to engage with each other and the school community

Expand cultural competency training for all faculty and staff while  
also providing educational opportunities for the entire MBS community

Prioritize and broaden our recruitment and retention strategies to  
increase the number of BIPOC faculty/staff



## Board of Trustees

### 2021: DEIB Board of Trustees Committee

In 2021, the Board of Trustees established a DEIB Board committee to support the DEIB goals as outlined in the Strategic Plan.

Co-Chaired by Shanae Green and Dr. Darnell Parker






Visit our MBS DEIB webpage for additional information, and access to older presentations.

Inquire Visit Apply Middle School Upper School Summer DEIB

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 **Morristown Beard**  
School

ABOUT ADMISSION ACADEMICS ARTS ATHLETICS STUDENT LIFE

**Stronger Together**

*Students at MBS come together inside and outside of the classroom to create an inclusive community of understanding.*

Diversity, Equity, Inclusion, & Belonging Racial Justice Task Force Black Alumni Alliance CCEL Curriculum Student Clubs & Activities

DEIB Resources Crimson Conversations Meet the DEIB Team DEIB News & Events



## Racial Justice Task Force

The Racial Justice Task Force (RJTF) was formed on July 8, 2020 to help Morristown-Beard School achieve our goal of becoming an inclusive and anti-racist community.

The RJTF reports directly to the Board of Trustees and is chaired by two Board members. Lead by a Steering Committee that includes a third-party Diversity, Equity and Inclusion consultant, Dr. Diana Artis, alumni, students, parents, faculty, staff, and administrators, this task force is committed to evolving the policies and practices of MBS to reflect an anti-racist agenda.

The function of the Steering Committee is to gather, review, and analyze key data to identify preliminary areas for improvement. The Task Force will develop a series of short and long-term recommendations and present their findings directly to the Board of Trustees.

We intend that these efforts enhance Morristown-Beard School for all current and future students, for alumni, and for all members of our community.



### Steering Committee

#### Co-Chairs:

Shanae Green – Trustee & Parent '27  
Carisa Strauss – Trustee & Parent '20, '22 '24

#### Members:

Dena Baptiste – Trustee & Parent '14  
Cartwright Wallace '93 – Trustee & Alumni  
Boni Luna – Administration  
Klarissa Karosen – Administration  
Robert Mitchell – Administration & Parent '15, '20, '23  
Ryan Liese – Administration  
Tashia Martin '01 – Alumni  
Ian Elmore-Moore '09 – Alumni  
J'Meeyah White '22 – Student  
Mikail Patankar '21 – Student  
Xola Moody '24 – Student  
Kate Muttick '97 – Faculty/Staff & Alumni  
Monya Taylor Davis '88 – Faculty/Staff & Alumni  
Kim Sgro – PA President & Parent '22, '24  
James White – Parent '22  
Imani Moody – Parent '20, '22

### Updates

#### Update from the Office of DEIB

November 15, 2021  
[View Presentation](#)

#### Racial Justice Task Force Update to Community

June 1, 2021  
[View Presentation](#)

#### Board of Trustees Meeting

January 21, 2021

The 2021-2026 Strategic Plan was approved, with a pillar dedicated to Diversity, Equity, Inclusion (DEI) that includes recommendations from the Racial Justice Task Force (RJTF).

Student members of the RJTF shared feedback on DEI initiatives and progress with the Board of Trustees.

#### Racial Justice Task Force Update to Community

November 20, 2020

The Director of DEI held an open community meeting to discuss progress of the RJTF and current DEI initiatives.

#### Board of Trustees Meeting

November 10, 2020

### Communications

#### Racial Justice Task Force Update to MBS Community

Sent By: MBS Racial Justice Task Force  
Sent On: Oct 22 2020

#### MBS Diversity, Equity & Inclusion Update

Sent By: Director of Diversity, Equity & Inclusion  
Sent On: Aug 25 2020

#### Racial Justice Task Force Update to MBS Community

Sent By: MBS Racial Justice Task Force  
Sent On: Aug 5 2020

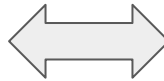
#### Letter to the MBS Community

Sent By: MBS Head of School  
Sent On: Jul 20 2020



## Performative DEIB Work

- Virtue Signaling & Public Statements
- Contributions Approach: Overly focused on celebratory events, heroes, holidays, assemblies, and outside speakers.
- Placing DEIB work on the shoulders of our students
- “Racing” to rapidly change or incorporate new programs and curriculum without proper faculty training.



## Authentic DEIB Work

- Having the courage to ask what institutional changes need to happen for us to live up to the values and mission of our school?
- Asking ourselves what it would mean for every student on our campus to have access to full citizenship at MBS, and then identifying the financial and human resources needed to actualize this commitment.





# Morristown Beard School

**Building  
an Office  
of DEIB**

**Boldly invest the resources needed to advance diversity, equity,  
inclusion, and belonging**



**A'Dorian Murray-Thomas**

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# Morristown Beard School



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## DEIB Faculty & Staff Committee

This group of dedicated Faculty & Staff members assist with school-wide workshops, faculty professional development, and program planning.



# Morristown Beard School

## DEIB Faculty & Staff Pods

Expand cultural competency training for all faculty and staff while also providing educational opportunities for the entire MBS community

### **Overview:**

The Office of DEIB proposes to extend our professional development offering to faculty and staff in a way that is both consistent and aligned with the goals of our Strategic Plan. We would like to formalize and extend the responsibilities of the DEIB committee to include the oversight of faculty DEIB pods.

### **DEIB Pods:**

Each DEIB committee member will oversee the rollout of grade-level advisory curriculum, and tailored DEIB material to promote understanding, grow DEIB skills, and strengthen our faculty and staff's ability to support our institution's DEIB initiatives.



# Morristown Beard School

## Additional DEIB Training

Expand cultural competency training for all faculty and staff while also providing educational opportunities for the entire MBS community



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### *Strategy and Coaching for Equity and Inclusion*



#### **Martha Haakmat**

**Martha Haakmat** is an experienced educator who has spent her 32-year career teaching and leading in independent schools. She brings a depth of understanding and perspective to her work, having held various faculty and leadership positions in a wide variety of school communities.





# Morristown Beard School

## Student Space

Boldly invest the resources needed to advance diversity, equity,  
inclusion, and belonging

## THE INTERSECTION







# Morristown Beard School

## Student Engagement

Boldly invest the resources needed to advance diversity, equity,  
inclusion, and belonging



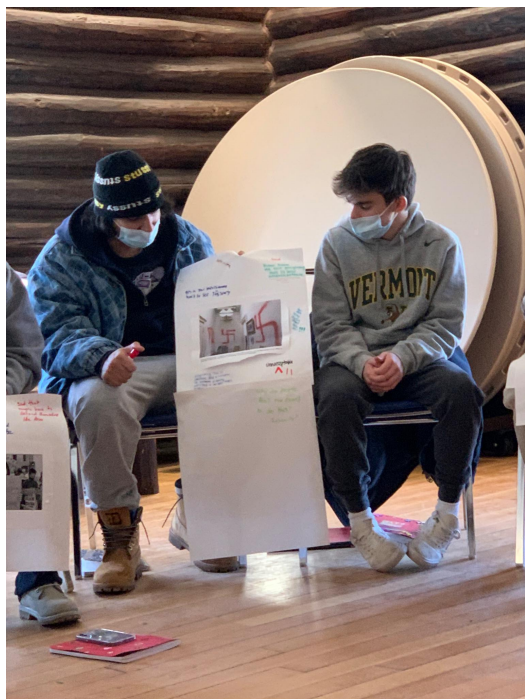
**DIVERSITY + INCLUSION RETREATS 2022!**



# Morristown Beard School

## Student Engagement

Boldly invest the resources needed to advance diversity, equity,  
inclusion, and belonging



**DIVERSITY + INCLUSION RETREATS 2022!**



## Student Engagement

### School-wide Student Orientations and Cont. Programming

- ❖ In 2022, a Student Orientation Task Force was formed, including deans, members from various academic departments, and administration.
- ❖ The charge of this committee is to re-envision new student orientations and programming to continue the development of grade-level bonding and increase belonging among our student body.

Note: We plan on meeting with the 2021-22 Peer Group Leaders in May to hear their feedback and ideas.





# Morristown Beard School

## Parent Engagement

## Crimson Conversations & Guest Speakers

A collaboration between the office of DEIB and Anderson Library, this quarterly series aims to build and extend parent engagement with the intellectual conversations happening at School.

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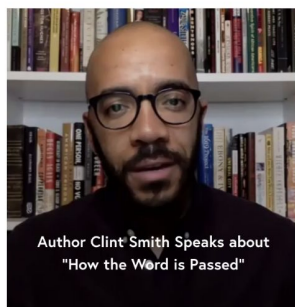
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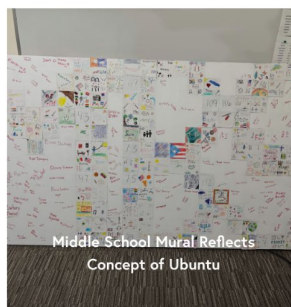
[STUDENT LIFE](#)

## DEIB News & Events

### DEIB News



Author Clint Smith Speaks about  
"How the Word is Passed"



Middle School Mural Reflects  
Concept of Ubuntu



Nonfiction Book Club Explores  
"Southlake" Podcast



Theatre Company Performance  
Features Words of Dr. Martin  
Luther King, Jr.



MBS Students Discuss "The  
Danger of Silence"



Geoghan '23 Organizes Film  
Screening to Highlight LGBTQ+  
Issues



# Morristown Beard School

## Student Athletes

**“Sports can break down barriers in ways that other areas of society can struggle to match by encouraging participation, integration, and diversity.”**

### Australian HR Commission

#### Captains Council

We began informally working with Team Captains in 2020-21.

This year, the Athletic Department established a **Captain's Council** and, in conjunction with the Office of DEIB, piloted a program to equip our Team Captains with the skills needed to promote a positive team culture, encourage sportsmanship and healthy interpersonal relationships.

#### Athletic Policies

The Office of DEIB will continue to collaborate with Athletics to review our hiring process for coaches, and our internal reporting system for violations of our code of conduct.

#### Coaches Training

**\*All coaches participate in a DEIB training at the beginning of the season.**





# Morristown Beard School

## Parent Engagement

### Parents Events

To continue to promote equity in our parent offerings and practices, **MBS continues to evaluate our Parents Association events and offerings to reduce potential for bias.**

To increase engagement and access to the Parents Association, MBS began to offer **more on-campus events.**

### Parent Association

The Parent Association voted to establish a MS & US DEIB position on the executive board

The MCC Parent group will provide nominees.

The description for this position is still in draft form, but will work directly with the Office of DEIB.

### MCC Parent Group

The Multi-Cultural Collaborative is a parent organization designed to foster, support, and guide ethnically diverse families at MBS

After being founded independently by BIPOC families five years ago, this group has now formally become part of our Parent Association.