

2019 SAIS Annual Conference



DIVERSITY/EQUITY/INCLUSION

Sunday, October 27 – 3:00 PM

Diversity Panel: Building Strong Partnerships With Your DEI Director

Joanne Brown, Pace Academy; Oman Frame, The Paideia School; Ellice Hawkins, The Lovett School; Judy Osborne, The Westminster Schools; Keith White, Holy Innocents' Episcopal School

The role and work of the diversity, equity, and inclusion professionals is one of the most vital yet complicated areas in independent schools. Vision, responsibilities, experience, compensation, budgets, and visibility can vary widely, contributing to ambiguity, high turnover, and burnout. How new practitioners are or are not mentored and guided through a leadership and programmatic process can be even more mysterious. Hear from a team of five Atlanta-based DEI panelists as they share personal stories, serve as a support for one another, help transform schools, and strengthen collaborative relationships with school leadership. This workshop will also include video interviews and a short case study offering strategies to build and sustain equitable schools while extending the professional lives of their DEI professionals.

Monday, October 28 – 9:00 AM

Your Community Is Biased: What Are You Doing About It?

Allen Broyles, The Children's School

Bias is an unavoidable part of the human condition and shows up in our schools in many areas such as hiring, admissions, curriculum, and student discipline. These biases impact different members of our community in inequitable ways, depending on how they identify. Awareness of our potential biases is the first step to counteracting them, and there are specific steps we can take to reduce the possibility that we make decisions that aren't equitable. This session looks at the underpinnings of our biases, presents research that illuminates examples of institutional bias, and offers suggestions for specific strategies to implement in schools to reduce bias in our program and operations.

Monday, October 28 – 2:30 PM

Engaging Families of Color With Intention

Teresa Jenkins, St. Mary's Episcopal School & Roderick White, University School of Nashville

In a culture where race issues are heightened, what can independent schools do to help families of color feel supported and engaged within their school community? In this session, participants will learn the historical background of the relationship between Southern independent schools and families of color and they will also hear what some families of color experience on the campuses of independent schools in the South. Attendees will leave with strategies to help their school communities become more intentional in their engagement with families of color.

Monday, October 28 – 4:15 PM

Capitalizing on Neurodiversity in Classrooms

Josh Clark & Janet Street, The Schenck School

Where would we be without our neuro-diverse population? We would be without the brilliance and talent of minds like those of Charles Schwab, Steven Spielberg, and John Irving? What if our classrooms had killed their talents before they'd been allowed to blossom? How many equally talented individuals have our classrooms snuffed out because we were determined to fit those square pegs into round holes? This session will help school leaders understand how to recognize, support, and channel neurodiversity and teach to the skills needed for the future.

Tuesday, October 29 – 10:30 AM

The Courage to Converse: From Safe to Brave Spaces

Brandi Hoyos & Nicole Martin, The Mount Vernon School

How might we engage in courageous conversations as a school community? Experience the journey of launching courageous conversations at The Mount Vernon School from the youngest preschool students to veteran faculty members. Engage in new sparks (aka ice breakers), explore new tools and resources, and incorporate design thinking methodologies for future planning. No matter if your school has been leading courageous conversations for years or hasn't yet taken the first step, walk away with a clearer understanding of what courageous conversations are, best practices and available resources, stories from the trenches, and a brainstormed action plan for launch.