
Diversity Equity & Inclusion

JULIA R. MASTERMAN
LABORATORY & DEMONSTRATION SCHOOL





Our Commitment to **Diversity Equity & Inclusion (DEI)**

**MASTERMAN IS COMMITTED TO FOSTERING AN INCLUSIVE LEARNING
COMMUNITY THAT EQUITABLY MEETS THE NEEDS OF EVERY STUDENT.**

We understand that racist and harmful actions are perpetuated both consciously and unconsciously, and vow to create an anti-racist learning community where stakeholders, across every level, engage in training and learning to disrupt the impact of these instances on students. Equitable practices and policies are critical to dismantling the impact that systems of disadvantage have on our students. We are actively building out processes to collaboratively engage our community in decision-making so that more equitable outcomes can be attained for students and their families.

Mission

TO MOVE FORWARD WITH URGENCY AND PURPOSE THE CREATION AND MAINTENANCE OF A MORE DIVERSE, EQUITABLE, AND INCLUSIVE MASTERMAN BY FACILITATING THE INTEGRATION OF GREATER REPRESENTATION, FAIRNESS, BELONGING, AND CARE INTO OUR POLICIES, PROTOCOLS, PRACTICES, AND LEARNING SPACES.

1

Diversity, Equity, & Inclusion at Masterman at a Glance



Affinity Groups

WE OFFER MANY AFFINITY GROUPS AND COUNTING FOR HIGH SCHOOL STUDENTS.

These spaces have been curated for students to build relationships with peers of a similar background, to engage in learning around topics that are specific to their identity, and to plan events or initiatives that will address their needs.

SOME OF OUR AFFINITY GROUPS

- **AACC:** African American Culture Committee/Black Student Union
- **HOLA:** Hispanic or Latino Association
- **DOSA:** Desi Organization of South Asians
- **ACA:** Asian Culture Association
- **Allies:** Masterman Gay/Straight Alliance
- **JSU:** Jewish Student Union
- **MFC:** Masterman Feminist Club



United Minority Council (UMC)/HAMS

ALTHOUGH MIDDLE SCHOOL STUDENTS ARE NOT ABLE TO JOIN AFFINITY GROUPS UNTIL THEY ENTER HIGH SCHOOL, MIDDLE SCHOOL STUDENTS RECEIVE MENTORSHIP FROM A HIGH SCHOOL PEER WHO SHARES THEIR BACKGROUND.

The HAMs program operates under the United Minority Council (U.M.C.) which is a collaboration that started in 2019 between school administrators, faculty members, and student-led affinity clubs to surface strategies for mitigating challenges raised by students.

Anti-Racist Training

for Faculty & Staff

Faculty and Staff participate in a mandatory bi-weekly training from consulting group, Just Strategies, on how to advance DEI in our policies and practices. Workshop topics include Shared Language on DEI, Emergent Strategy, Growth Mindset, Creating Inclusive Classrooms, Historical, Local and National Race - Related Events.

Leadership Coaching

Just Strategies is providing opportunities for tailored coaching and consultation services to our leadership team. The coaching itself is defined broadly and is being designed to help generate important insights, gain clarity, focus, and make decisions to improve performance and outcomes related to advancing racial equity at Masterman.



School Advisory Council (SAC)

DEI Committee

WE OFFER MANY AFFINITY GROUPS AND COUNTING FOR HIGH SCHOOL STUDENTS.

These spaces have been curated for students to build relationships with peers of a similar background, to engage in learning around topics that are specific to their identity, and to plan events or initiatives that will address their needs.

OBJECTIVES

These core objectives are presently guiding our work. Our work is not limited to these priorities, and will shift based on whatever needs arise.

1. Recruit and retain a more diverse and representative middle and high school student body.
2. Increase recruitment and retention of a more diverse and representative faculty.
3. Develop an active community of learning, care and belonging for all students, faculty, and staff.

Book Study

Faculty and Staff are currently engaging in a book study on how to advance anti-racist practices for school communities.

The book is, "How to be an Anti-Racist", by Ibram X. Kendi.

HIBster

In an effort to be as responsive as possible the District has created a centralized bias incident/harassment/bullying reporting form. This system ensures a consistent, immediate response and allows for collection of data to further inform their decision making.

The District is available to offer answers, support and guidance in dealing with concerns of bullying and harassment in our schools.

<https://pareporting.hibster.com/Pages/Home.aspx?id=241>



Relationships First

(Restorative Justice)

WE OFFER MANY AFFINITY GROUPS AND COUNTING FOR HIGH SCHOOL STUDENTS.

Relationships First is a restorative justice-practices philosophy that emphasizes the importance of positive, authentic human connection and its link to both academic success and social-emotional learning.

RF will train youth and staff leaders to support, facilitate, and plan circles across all three tiers.

THREE-TIERED FRAMEWORK

RF is aligned to the three-tiered MTSS/RTII framework:

1. Community-building circles and restorative conversations
2. Harm and healing circles (restorative meditation)
3. Welcome circles (restorative reentry) and circles of support and accountability (restorative student support planning)



BarWe at Masterman

(Building Anti-Racist White Educators)

**BARWE AT MASTERMAN STARTED IN THE EARLY SUMMER OF 2020
AND MEETS MONTHLY.**

The aim of the group is to push and equip white educators to continuously address their own unconscious biases and take an active role in fighting white supremacy at Masterman, in our communities, and in ourselves. Through this work we can participate in the ongoing work of building an anti-racist system that fully nurtures the social, emotional, and academic well-being of our students, as well as the professional well-being of our colleagues. We believe that all white educators must participate in the dismantling of white supremacy in our schools and that it is the responsibility of white people -- those who benefit from white supremacy every day -- to do this work. This summer BARWE engaged in a book study of "We Want to do More than Survive", by Bettina Love and "Stamped From the Beginning", by Ibram Kendi.



Equity Audit

FOSTERING AN INCLUSIVE AND DIVERSE ENVIRONMENT REQUIRES TAKING AN EQUITY AUDIT OF EXISTING PRACTICES AND POLICIES.

So far we have reviewed, and will continue to examine and make changes to:

- Advanced Placement
- Dress Code
- Student Admissions
- Reporting Protocol
- Math Pathways