

# A Systematic Approach to DEI in an Independent School

BILL BARRETT

President St. Mary's Academy

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# Bill Barrett

## ACADEMIC EXPERIENCE

- St. Mary's Academy President since 2017
- 20 Years at Rippowam Cisca School in Bedford, NY
  - Administrator, Teacher, Counselor, Coach, Athletic Director
  - 11 years as Upper School Division Head

## NOTABLE SKILLS / INTERESTS

- Led a number of strategic initiatives
- Passion for strategic work necessary to build and support diverse and inclusive communities.

## COMMUNITY ENGAGEMENT

- Board of Trustees, Dream On International
- Board of Trustees, Escuela de Guadalupe
- Advisory Board, Challenge Foundation



Bill Barrett  
President, St. Mary's  
Academy

# Dr. Maria del Carmen Salazar

## EDUCATION

- PhD: Social Foundations of Bilingual & Multicultural Education
- Teaching license & MA: Secondary Social Studies; Curriculum & Instruction
- BA: Psychology



Dr. María del Carmen Salazar  
Professor, University of Denver

## TEACHING

- High School Social Studies: 6 years
- Higher Education: 15 years

## SCHOLARSHIP

- Published author: book, book chapters, journal articles: 38
- International, national, local scholarly presentations: 112
- Research award: American Educational Research Association (AERA) Innovations in Equity and Social Justice in Teacher Education Award

## SERVICE

- Associate Editor: Journal of Teacher Education
- Council for the Accreditation of Educator Preparation (CAEP) Board of Directors & Board Liaison for Equity and Diversity Committee
- Interstate Teacher Assessment and Support Consortium (InTASC) Model Core Teaching Standards
- State of Latinos policy brief presented to U.S. Congress
- Colorado Quality Teachers Commission

# Agenda

- Presentation
- Break out groups with guiding questions
- Whole group share
- Do & Don't
- Q&A and share best practices
- Opening

# St. Mary's Academy

- Independent school in the Catholic tradition
- Co-educational PK-8; Girls High School
- Established 1864 by Sisters of Loretto
- Loretto School Values
  - Faith
  - Community
  - Justice
  - Respect
- Loretto School Values foundation for powerful agents of change



# DIVERSITY, EQUITY, AND INCLUSIVITY

## ST. MARY'S ACADEMY STATEMENT ON DIVERSITY

As an independent school in the Catholic tradition, and committed to the Loretto School Values of faith, community, justice, and respect, St. Mary's Academy is committed to diversity in its many forms. Diversity includes the human facets of race, ethnicity, national origin, geography, religion, gender, affectional or sexual orientation, age, physical ability, learning style, and marital, parental or economic status.

St. Mary's Academy affirms the inherent dignity and value of each individual. Our school embraces the distinct Identity of each person and helps students to appreciate their own identities and those of others. St. Mary's Academy actively seeks families, faculty, and staff who bring a range of experience to the school.

We believe diversity increases the ability to formulate and nurture ideas and relationships resulting in a school community where all opinions and views are respected.

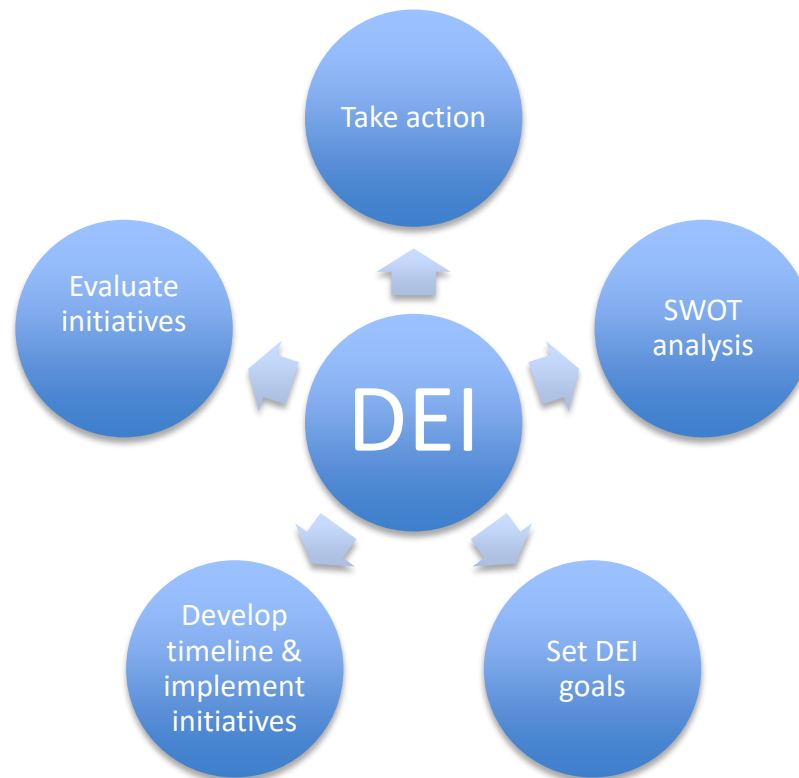
St. Mary's Academy provides a scholarly learning environment for an educational experience that prepares students to participate in an increasing complex global society.

We believe that in a multicultural society, developing competency—the will and ability to create authentic and effective relationships across differences—is crucial to being a responsible and compassionate world citizen.

Words are important.  
Actions are essential.

Don't just tell me.  
**SHOW ME.**

# Steps to a Systematic Approach





# Step 1: Take Action

- **Provide professional development**
  - Implicit bias
  - Humanizing Pedagogy
- **Communicate**
  - Staff, parents, students, alumni, community
- **Engage historically marginalized communities**
  - Listen to high school affinity groups and engage in identifying solutions
  - Listen to teachers of color and provide support
- **Engage students in DEI efforts**
  - 9<sup>th</sup> grade focus on civil and inclusive discourse
- **Identify DEI Coordinators at lower, middle, and high school**
  - Identify opportunities for collaboration

## Step 2: SWOT Analysis

- Data-driven approach
  - Accreditation data
  - Survey data
  - Interview data
  - Observation data
- SWOT
  - Strengths
  - Weaknesses
  - Opportunities
  - Threats

# Loretto School Values

STIMMARY'S  
ACADEMY

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FAITH COMMUNITY JUSTICE RESPECT

# Target Areas

- Loretto School Values
- Leadership
- Curriculum
- Faculty & Student Development
- School Climate & Community Building

# Step 3: Set DEI Goals

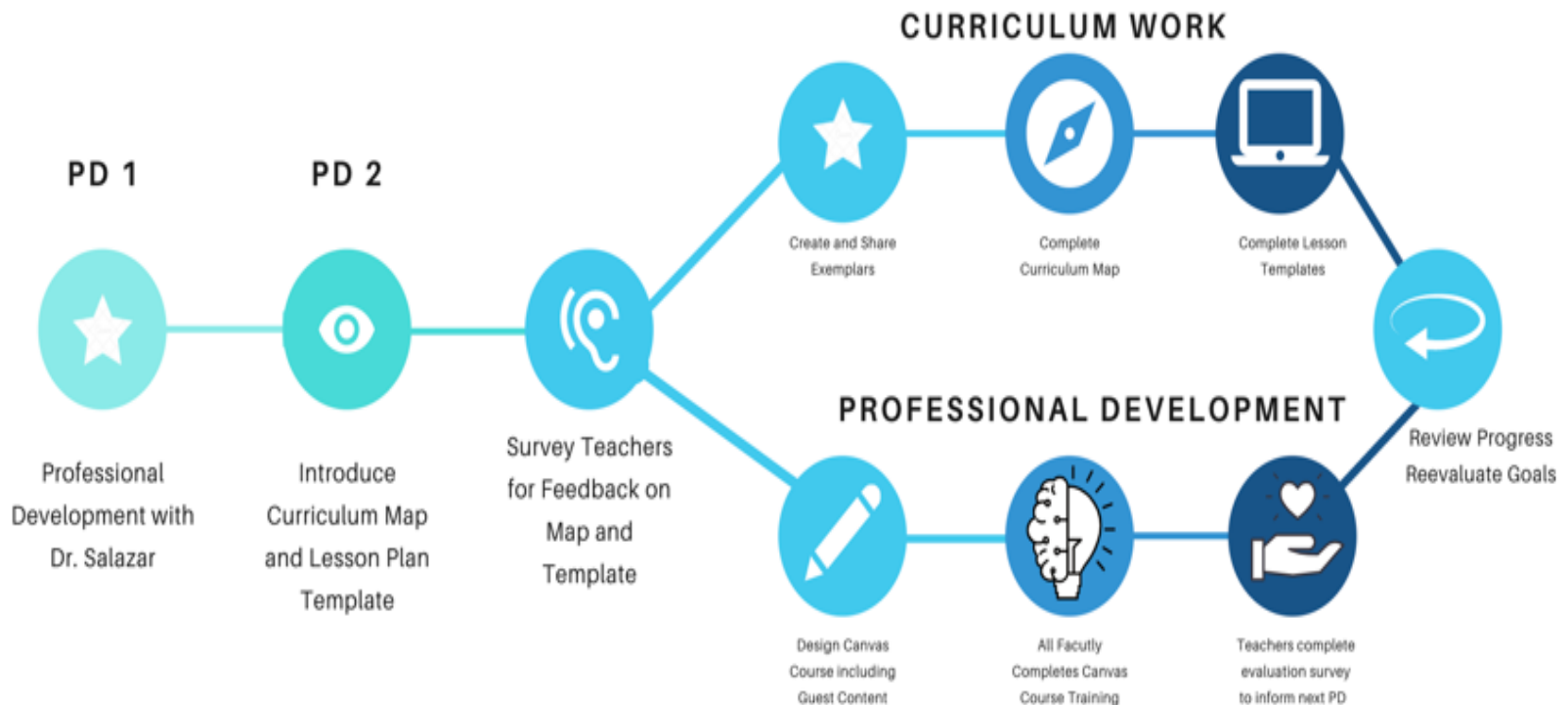
## Initiative 1: Leadership

- Convene DEI Steering Committee to oversee implementation & progress of DEI work (SMA wide)
- Explore the development of a DEI Student Leadership Committee (HS)

## Initiative 2: Curriculum (LS)

- Design Curriculum Scope & Sequence and Lesson Plan Template
- Develop exemplars
- Provide resources
- Identify a strategy for implementation
- Provide PD

# Alignment of Curriculum Initiatives & Professional Development



# DEI Goals (cont.)

## Initiative 3: Faculty/Student Development

- Diversify faculty and student body (SMA wide)
- Identify ongoing PD for faculty based on needs and goals of each school
  - Lower School: Curriculum
  - Middle School: Inclusive Learning Community—Living Loretto
  - High School: Student Leadership
- Teacher evaluation

# DEI Goals (cont.)

## Initiative 4: School Climate & Community Building

- Develop and implement an annual climate survey (SMA wide)
- Launch a DEI parent group and parent affinity groups (SMA wide)
- High School
  - Design and launch Google form for students to report incidents of bias
  - Engage students in developing a strategy for inclusive language
  - Engage students in developing a cross-divisional peer mentoring program
  - Build capacity and collaboration in affinity groups
- Middle School
  - Launch affinity groups in the Middle School
  - Develop a Living Loretto focus in classroom and school community
- Lower School
  - Engage Loretto School Values on the playground
  - Continue focus on implicit bias



# Brave Spaces

Do	Don't
Listen actively	Make personal attacks
Speak up	Make fun of someone's ideas
Ask questions	"Pile up" on others
Respectfully challenge one another's ideas	Shut down
Engage in discussions and identify solutions	Try to change someone's mind
Be aware of your tone, words, body language, and actions—think about their impact	Be afraid to show emotion or have others show emotion
Be willing to apologize if you offend someone	Let negativity dominate a discussion
Bring up different perspectives	Monopolize the discussion
Keep an open mind	Interrupt or cut someone off
Know it's ok to feel uncomfortable—you can learn from this	Generalize or stereotype
Express emotions in a way that will help you communicate your ideas	Make others feel excluded or silenced
Know when to pull back—but stay in the conversation	Share classmates' experiences outside of class
Use inclusive language	Start conflict outside of class based on discussions inside of class
Take the lessons you learn outside of class	Post negative things on social media about someone's comments

# Step 4: Develop Timeline & Implement Initiatives

## **Initiative 1: Design common curriculum templates and exemplars that are inclusive of best practice and DEI**

Rationale: Documenting the curriculum is essential to identifying strengths and gaps in DEI. This also allows educators to demonstrate what they are currently doing related to DEI in the classroom that directly impacts students. This can be used for accreditation, communication, and marketing efforts.

Quarter 1	Actions	Lead

## Step 5: Evaluate Initiatives

- Develop an evaluation plan that includes DEI benchmarks and metrics
  - Surveys
  - Products
  - Hiring
  - Student enrollment and retention
  - Student achievement & development

## Break Out Groups

- In groups of 4-5, discuss the following:
  - What made an impact on you?
  - What questions do you have?
  - How do you approach DEI in your school?
  - Do you take a systematic approach to DEI?  
If yes, explain. If no, why?

## Share Out

- What is 1 take away you had from your group discussion? Share your responses in the Chat box.



# Do & Don't

## Don't

- Be afraid to lead
- Take a tourist approach
- Take a surface level approach
- Take a biased approach and call it DEI
- Offer words and no action
- Ignore the problems

# Do & Don't

## DO

- Communicate with your community
- Align DEI to your values
- Start with a strength-based approach and go deeper
- Be courageous
- Have a sense of urgency
- Focus where you can have the greatest impact
- Engage students and parents
- Take a systematic approach

# Questions/Next steps





# Opening

- Identify one action you will take toward amplifying and/or systematizing DEI in your school or network.

— Type it in the Chat Box



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