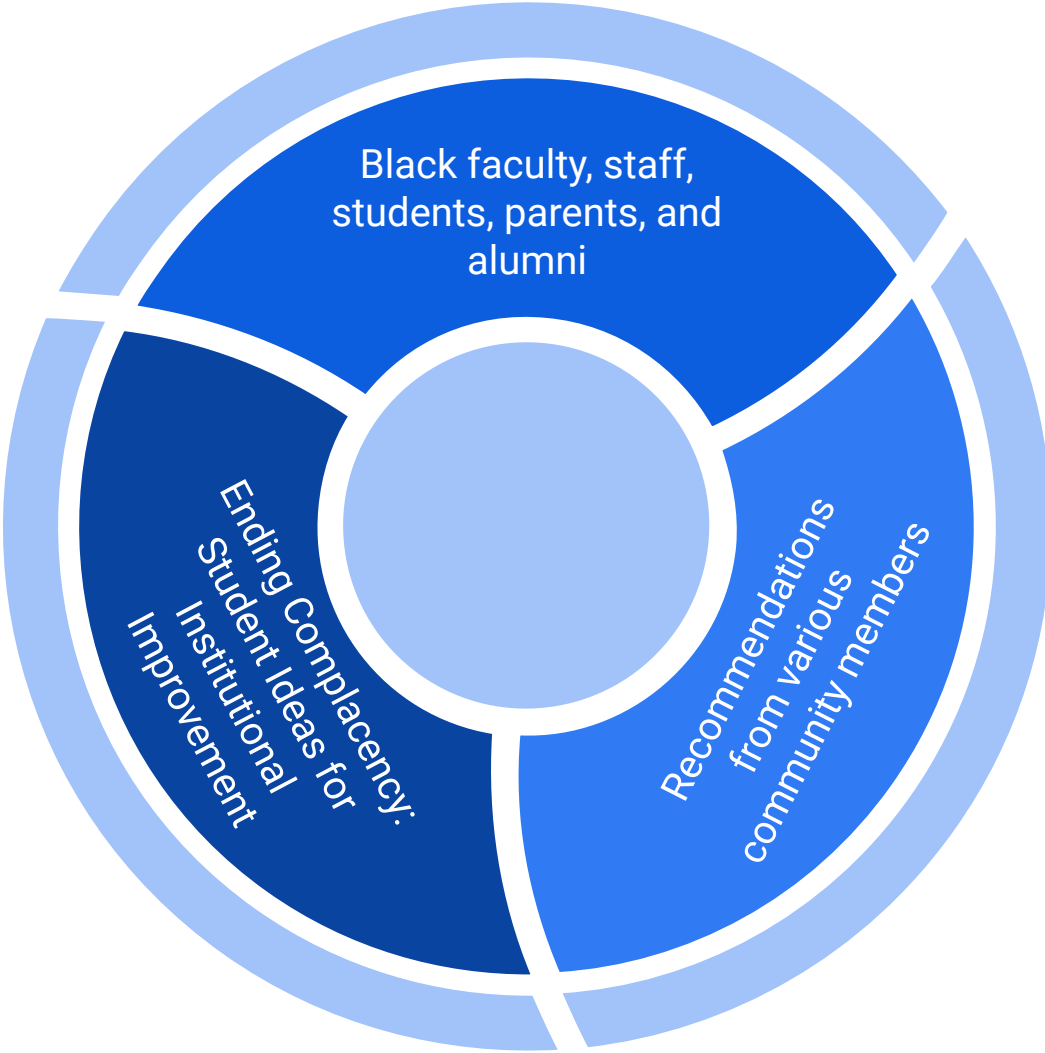


The Potomac School

# Potomac Commitments for an Inclusive Culture and Climate

Fall 2020





## EQUITY & RACIAL LITERACY

- Mandatory anti-bias/anti-racism training for faculty, staff and board members\*
- Development of student anti-bias/anti-racism education
- An intentional intersectional focus on race, gender, and sexuality
- Support and fund the development of affinity groups for students, employees, parents, and alumni
  - Provide training for affinity group facilitators

*\*additional details provided in supporting document*

### HEALTH & WELLNESS

- Development of BoT Committee on Mental Health
- Comprehensive assessment of climate, culture, and wellness
- Expansion of counseling support and resources
- Develop reporting systems for instances of bias/discrimination

### CULTURALLY RESPONSIVE CURRICULUM

- Curriculum review and revision with focus on racial representation, gender inclusivity, and sexual identity
- Department language/media guidelines
- Develop student programming which celebrates cultural diversity, deepens understanding of equity, and prompts action around justice

### RECRUITMENT & RETENTION

- Refine recruitment/retention efforts for BIPOC faculty/admin
- Refine admission recruitment efforts for families of color
- Strengthen retention efforts for students of color internally and with community organizations
- Provide virtual opportunities for parent engagement beyond the pandemic

### EQUITABLE TRANSPORTATION

- Analyze bus routes, travel time, bus quality, bus density, and additional transportation options
- Secondary transportation analysis to assess the impact of length of travel on student experience, academic achievement, and belonging



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# Mandatory Anti-Bias/Anti-Racism Training

## IDENTITY/ SELF-EXAMINATION

Participants will...

1. Discuss their identity development
2. Evaluate how their identity impacts their role
3. Complete a skill assessment regarding equity and racial literacy
4. Examine their beliefs, ways of being, and core values

## EQUITY & RACIAL LITERACY

Participants will...

1. Discuss the cycle of oppression and socialization
2. Explain their own racial socialization
3. Examine their racial identity through a lens of power/privilege
4. Participate in racial affinity groups

## JUSTICE

Participants will...

1. Learn the origin and history of Restorative Justice (RJ)
2. Understand how RJ is a tool for equity and racial literacy
3. Develop proactive approaches to building healthy culture and community and address issues of harm and wrongdoing

## ACTION

Participants will...

1. Discuss Potomac's core values' relationship to justice/action
2. Identify ways to disrupt harmful social patterns
3. Develop action steps related to their continued personal and professional growth

Updated on September 25, 2020



## Potomac's Faculty, Staff, and Board Anti-Bias and Anti-Racism Training

Oct

Dec

Jan

Feb

Apr

Module 1:  
IDENTITY &  
SELF-EXAMINATION

Module 2: Part 1  
EQUITY &  
RACIAL LITERACY

Module 2: Part 2  
EQUITY &  
RACIAL LITERACY

Module 3:  
JUSTICE

Module 4:  
ACTION



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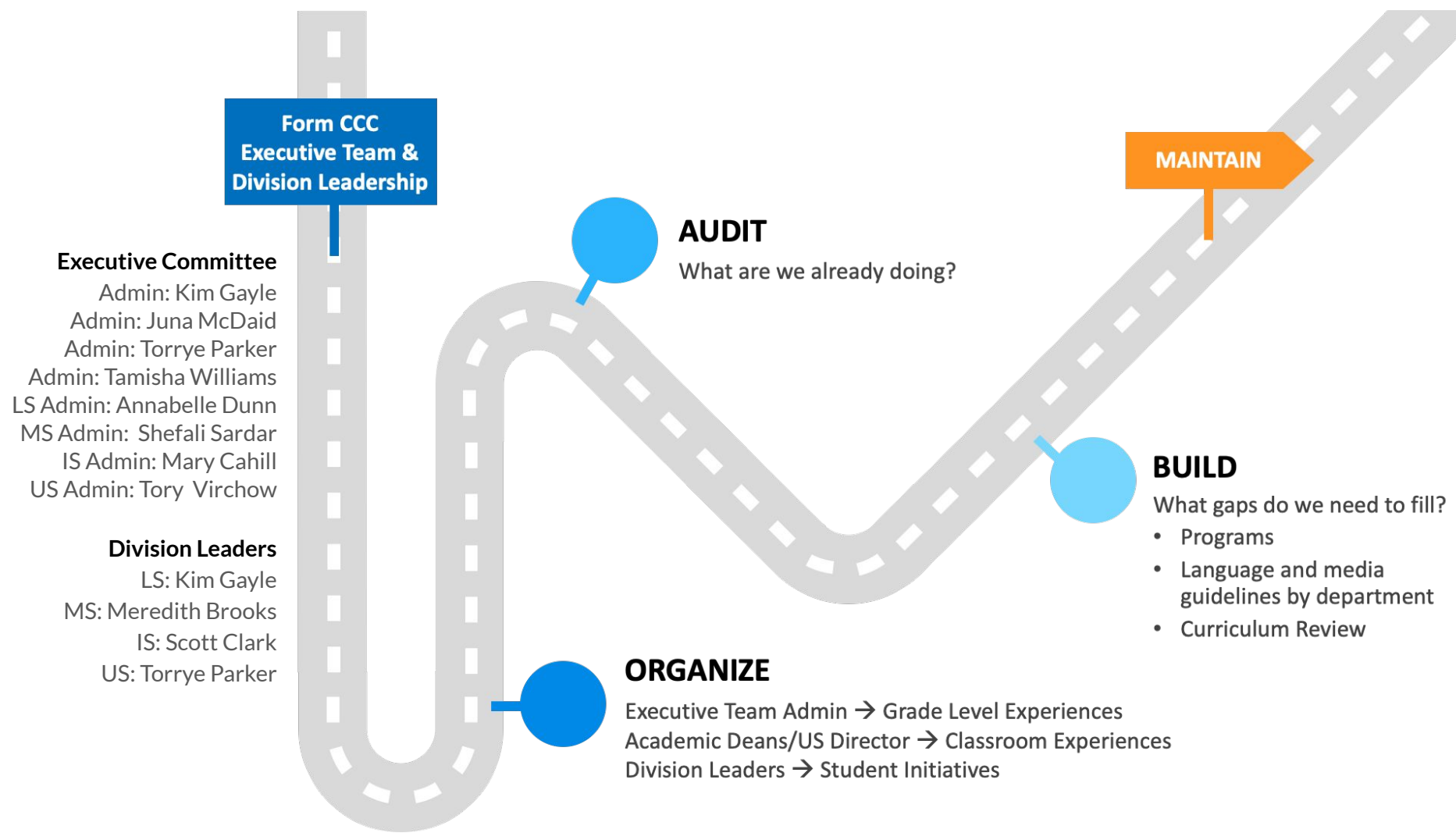




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