



ROCKY HILL
COUNTRY DAY SCHOOL

DEIJB @ RHCD

Diversity, Equity, Inclusion, Justice, & Belonging

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RHCD Mission Statement

Inspiring each other to discover our full selves and use our wisdom for good.

Diversity, Equity, Inclusion, Justice & Belonging Statement:

Rocky Hill Country Day School is committed to working against forces of discrimination and oppression. The School seeks diversity and encourages the ongoing sharing of ideas, experiences, and dialogue that will broaden perspectives. By practicing and teaching equity and inclusion, we aim to dismantle systemic racism, oppression, and inequality in our community and the world around us.



How our DEIJB norms relate to RHCD's Mission

Inspire Each Other

- Be fully present. Take risks and participate
- Speak from the "I" perspective
- Honor confidentiality

Discover Our Full Selves

- Listen to understand vs. listen to respond
- Accept the speaker's viewpoint as true for the speaker in the moment
- Manage both intent and impact

How our DEIJB norms relate to RHCD's Mission

Use Our Wisdom For Good

- Lean into discomfort. Be willing to have the tough, candid, caring, courageous conversation
- Accept non-closure
- Accept working through conflict to its resolution as a catalyst for learning



"WAIT, SO...
WHAT DO
YOU DO?"

Director of Equity & Belonging **Role** This Year:

Advocate, Counselor, Teacher

DEIJB Action Steps @ RHCD

1. Assess our current work, community sense of belonging, equity, and culture in order to inform future steps
 2. Create structures which support and promote our commitment to DEIJB at RHCD
 3. Promote diversity and representation through our hiring and admissions process
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DEIJB Action Steps @ RHCD

4. Increase our support for our students of color, our LGBTQIA students, our students with disabilities and our international students
 5. Educate Faculty to be leaders of DEIJB work and intentionally incorporate DEIJB into our RHCD curriculum
 6. Provide support for families of our students of color
 7. Address larger systems of injustice beyond our RHCD Community
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This School Year's DEIJB Focus:

Ableism



Ableism/Able-bodyism - By definition
(Oxford Dictionary) - "a·ble·ism
/'ābə,lizəm/
noun

1. discrimination in favor of able-bodied people.
"we were fed up with the ableism of the women's movement"
- Able-bodyism - Prejudice in favor of able-bodied people
 - Able-bodiedness - Prejudice in favor of able-bodied people
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**“Sue Austin: Deep sea diving
... in a wheelchair”**

Performance artist Sue Austin describes the sense of freedom she had when she first got a power chair, despite others who saw her chair only as representing limitation. She now tries to convey her feelings through footage of her underwater wheelchair, which gives her 360 degrees of free-floating movement. (Filmed at TEDxWomen.)

DEIJB & RHCD's Strategic Plan 2020-2023

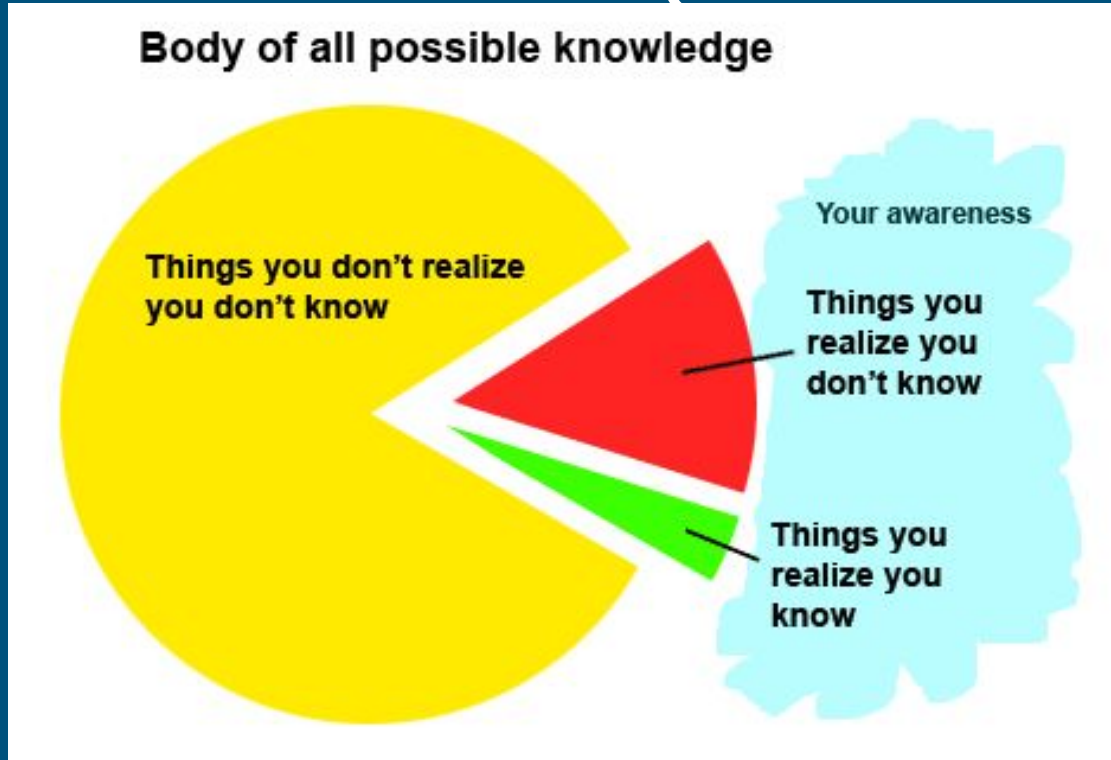
What do we think our students graduating in the year 2030 will need? How will we shape our students, employees, community?

“With our commitment to equity and inclusion, the collaborative learning environment pushes students to excel and discover new possibilities.”

During the next three years we will:

- Increase diversity of faculty, board of trustees, and student body while prioritizing inclusion and equity.
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An image to consider with our DEIJB work @RHCD...



Can't wait to speak with you! Thank you!



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