



Throughout this year, the School has worked to ensure we are delivering on our mission for all our students, and particularly for those students who have been historically marginalized. Our work continues as we begin to review curriculum with a culturally responsive framework in mind this summer. We are committed to engaging in ongoing, reflective work to ensure we are keeping anti-oppressive practices and pedagogy at the fore alongside our community values.

Spring 2021 updates:

- The Board of Trustees Diversity Committee continues their work to provide guidance to the School and ongoing education to the Board of Trustees around diversity, equity, inclusivity, and justice initiatives (DEIJ). Most recently, the Committee has done work toward affirming our commitment to gender inclusivity, educating the Board about how to engage an equity lens in its deliberations and decisions, and is developing an onboarding process for trustees to order to strengthen the collective understanding of and commitment to DEIJ.
- We believe that affinity and alliance spaces are important for students when processing local and global events. We have hosted processing session and spaces for the community around difficult issues, such as the presidential election, the insurrection at the Capital, recent anti-Asian violence, and the Chauvin verdict. We will continue to host affinity and alliance spaces for students and faculty to process.
- Madeira's Black Student Union (BSU) has been in connection with the Black Alumnae Network (BAN) and is codifying a mentorship program for Black students.
- Across academic departments, department heads have implemented the work of Zaretta Hammond's *Culturally Responsive Teaching and the Brain*, which highlights the need for all students to have cognitive routines, academic mindsets and learning partnerships with their teachers in order to become independent learners. The department chairs are reinforcing Hammond's point that all educators must understand how the brain works so as to create classrooms that "minimize threat and maximize well-being."
- As departments review curriculum this spring and summer, we will use the NYU Steinhardt Equity Audit tool (and others) to evaluate and make decisions and changes.
- We are continuing the work of transforming Madeira's culture and disciplinary process to one that takes a restorative approach. This is a multi-year process that involves engagement from the student and faculty/staff community, iteration, and a deep belief in the power of non-coercive discipline and the importance of restorative conversations.

- This spring we are partnering with diversity practitioner Mia Burton for faculty/staff professional development and student workshops centering on building antiracist communities, navigating microaggressions, and interrupting racism.
- We have established the inaugural Madeira Equity Team for the 2021-22 school year. Modeled off best practices and with input from Cultures Connecting, this team of 12 faculty and staff will collectively work toward the goal of promoting institutional change within Madeira to better serve the community with anti-oppressive principles, pedagogy, and practice and the core.
- Through increased cultural competence and responsiveness of all faculty and staff, significant improvement in 1) policies, procedures, decision-making processes, 2) allocation and use of resources, 3) community engagement, and 4) other important areas related to Madeira's mission to Launch Women Who Change the World, will be made -- particularly for those community members that have historically been marginalized, discriminated against, or underserved.
- The goal of Madeira's inaugural equity team is to identify, deliver, and develop appropriate follow-up professional learning for all faculty, staff, and students in the 2021-22 school year. Additional and future goals will be developed by the Equity Team and may include goals such as supporting pedagogical practices in the classroom, evaluating equity audits for faculty, staff, and curriculum use, etc.

You can find earlier DEIJ updates in emails sent to the Madeira community on September 1, 2020 and November 9, 2020.