



PARK DAY SCHOOL

Dear Park Day Community,

As our new school year begins, naturally I've been reflecting on my first year of working at Park Day and where I'm headed as I step fully into my role as our school's first full time Director of Equity and Inclusion.

In this moment, the importance of supporting our students as they make sense of this complex world - both internally and in our community - is clearer than ever. At school, we've been in deep dialogue about how to honor the complexities of this moment in our practice. This year, we are deepening our commitment to social justice, anti-racist teaching and emphasizing the importance of empathy, compassion and resilience. Our collective processing of the rampant racial injustice in our daily feed has taken the shape of a teacher- initiated Equity and Justice Framework. Across our K-8 community we are embracing the following themes: **Explore (ing Identity), Envision (ing Justice) and Engage (ing Activism)**. In addition to our faculty's commitment to these themes, we have also added ***Stories for Friendship and Justice*** in K-3 and a weekly ***Equity and Justice*** course in grades 4-8. You can expect to hear more about this throughout the year.



Embedded in this framework is the understanding that in order to increase equitable outcomes for marginalized students at Park Day and for all students to embody our 3 year strong school theme of being caretakers and changemakers:

- Critical engagement is viewed as a strategy for individual, school and community transformation
- Social justice, anti-racist teaching is viewed as essential and must be prioritized in our schedule and instruction
- Students will be supported to grow in the areas of empathy and resilience, and develop a critical understanding of the intersectionality of race, gender, ability, culture, power, privilege and agency
- Students need a critical lens to look at world history and understand the role of (socio-political) movement strategy to impact change
- A consistent and safe space to practice the application of shared values, community building, healing and restorative justice, mutual accountability, shared decision making and action/service with peers, teachers and family is needed
- A critical assessment of school policies and practices must and will be ongoing

Even with our best efforts and intentions, at times this work will be difficult, there will be missteps and we'll need partnership. Let's continue to reflect on our [Social Justice Statement](#) as we each show up in our community and challenge ourselves and each other to fully embrace this moment of change in our own unique way. As we launch the new school year, I invite us all to reflect on the question: **How will you embrace our Equity and Justice Framework along with your child(ren)?**

Thank you for reading and welcome to the 2020-2021 School Year!

In community,

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