



H E A D W A Y S

head-ways

noun, plural

Definition: To move forward or make progress, especially when circumstances make this slow or difficult.

Synonyms: Progress, make strides, gain ground, advance, proceed, move, get ahead, come along, take shape

HEADWAYS for Diversity Practitioners: Celebrating Difference and Creating an Inclusive School Community

2019-2020 Topics

HEADWAYS for Diversity Practitioners will be facilitated by Susan Martell Jenkin, Chief Equity and Inclusion Officer at Miss Porter's School. Dates and times for the five discussions will be announced in mid-August.

- ❖ ***The Evolving Role of the Diversity and Inclusion Practitioner***
Topics to consider: reporting structure; avenues/opportunities for advocacy; areas of responsibility; building consensus; ensuring diversity is addressed in all areas of a school (e.g. curriculum, PD, hiring, admissions, etc.); setting priorities; practicing self-care; etc.
- ❖ ***Developing and Supporting Meaningful Student Programs and Curriculum***
Topics to consider: affinity groups; integrating diversity work into all aspects of the student experience; providing role models/mentors; orientating new students; off-campus programs; etc.
- ❖ ***Navigating Difficult Conversations***
Topics to consider: establishing protocol; communicating with different constituencies; determining ideal time/place/format; knowing when to ask for backup; addressing system challenges vs. real-time world events; encouraging civil discourse; tools and resources; etc.
- ❖ ***Affirming Identity***
Topics to consider: identifying what equity looks like for every member of your school community; creating alliances; addressing school programs/traditions/etc. that implicitly support inequities; informational resources; recommended speakers/experts; faculty/staff professional development; hiring practices; alumnae practices; etc.
- ❖ ***Training Your Adult Community***
Topics to consider: informational resources; recommended speakers/experts; new faculty orientation; parent education; incorporating lessons about diversity into the curriculum; developing standards related to diversity/inclusion; etc.