



WASHINGTON LATIN

Latin Café – 11/19/20

Welcome & Gratitude



Diversity, Equity & Inclusion (DEI) at Latin

- **Overview** – DEI Plan
- **CODE** – Goals, structure, and activities
- **Ongoing DEI activities** – Parents, Students, Faculty

Questions & Answers

Please ask your questions in the chat. We will answer some during the presentation and address others at the end.

Housekeeping notes

1. **Please stay muted** to eliminate background noise.
2. **Video is encouraged (but up to you).** We would love to see your faces!



**Zoom
toolbar**

Latin Pride

Goals: \$200,000 & 100% participation

Progress: \$260,000 raised
from 80% of families!

Impact for our community:

Support our additional COVID-related costs

Latin Pride gives evidence of what we know – ***this is an amazing, supportive community***. The support, and many notes of appreciation for the faculty this year, are worth millions!





Diversity, Equity & Inclusion

Washington Latin is committed to diversity, equity, inclusion, and integration. These are essential school values and part of the fabric of our community and culture.

Diverse from the start

Latin has been “diverse by design” from inception

Central to classical education model

- Want students to become able to develop informed, reasoned opinions
- Also want them to be able to civilly discuss moral questions
- These goals require that diverse experiences and viewpoints are represented and respected

Why focusing on DEI today

- Our country is more divided than ever
- Double pandemic of 2020 demands increased focus, action
- Opportunity to engage community

CODE

COUNCIL ON DIVERSITY & EQUITY



A committee working to engage the Latin community to fully embody our ***commitment to diversity, equity, and inclusion***

WHO

Group of Latin faculty, parents, students, and alumni, with subcommittees working on particular activities or specific groups

WHY

To create an inclusive, integrated school population in which all members have a sense of belonging and bring their authentic selves to Latin

WHAT

Supporting ongoing activities and initiating new ones that engage all members of the Latin community with deliberate focus and concerted efforts

Faculty Activities



Goal

Create space for dialogues and conversations among faculty about DEI so that they can bring tools to the classroom in support of DEI for students

How we are doing this

- All-faculty summer reading and ongoing discussion groups
 - *I'm Still Here: Black Dignity in a World Made for Whiteness* (Austin Channing-Brown)
 - *Before Color Prejudice: The Ancient View of Blacks* (Frank Snowden)
- Affinity groups for faculty – just started; may expand (students, parents)
- Building Anti-Racist White Educators (BARWE)
- Participating in CityBridge Education fellowship to develop strategies to develop and support inclusive community
- Faculty Diversity - Working with Promise 54 to examine hiring process and practices to increase diversity

Student Activities



Goal

Ultimately want Latin to be a place that disrupts inequities and builds community across diversity

How we are doing this

Middle School

Dialogues Across Difference

Bring together small, intentionally diverse groups of students to talk with and learn from each other.

- Deliberately small groups of 10 (plus teacher facilitator) gather for discussion around a theme or question
- Topics so far: exploring identity, citizenship; upcoming topic: recognizing stereotypes and embracing differences
- Level of engagement has been remarkable and the reflections from students are reflective

Student Activities

How we are doing this (cont)

Upper School

Student-led Clubs - Variety of clubs engage students in activities and discussions related to DEI (ex: Justice League and BlackKlansman Movie Night)

In-class activities – Students engage in discussions around DEI issues in class:

- Dr. Prather of Howard University visited Honors Humanities to talk about how the Classics have informed the African American community
- Statistics is using social justice data sets all year

Special Election Day activities

- Student Club leaders identified election-related topics, then created materials and led discussions
- All Upper School students could select from 20 topics, such as the electoral college, the trial of the Chicago 7, immigration, journalists and bias, and more.



Parent Activities



Goal

We aim to engage everyone in our Latin community, including parents, so that they share a sense of belonging, of being supported, and can in turn support their children's education.

How we are doing this

PFA Activities

- Fall Book Club: Group read and discussed Channing-Brown's *I'm Still Here*
- Next Book Club: *The Color of Law* (sign-up coming soon!)

Next steps

Join PFA events - coming after break (e.g., family movie night for *Good Trouble*, also working to bring speaker(s) for parents)

Join Parent CODE - Opportunity for parents to engage in planning and further discussion through task force we are establishing – code@latinpcs.org

TWILIGHT: LOS ANGELES 1992



11/20 & 11/27 @ 7pm
Streamed online

Special Panel Discussion 11/20

about race and
justice, then and
now, follows the
show

Tickets \$5

www.latinpcs.org



QUESTIONS?

