Diversity, Equity, and Inclusion Action Items, January 2020

Lab’s three-year Diversity Action Plan, which outlines specific actions and initiatives that will help Lab deliver on its mission and live its values, will be finalized spring of 2020. More immediately, below are activities and actions to which our community can and should commit over the next six months (and beyond) and which Lab Leadership commits to championing:

- Expanding our office of Diversity, Equity, and Inclusion (DEI) to include at least one more employee to support our work and students.
- Holding a half day DEI training for the All Schools Council this school year, coordinating with the Council and the Diversity Advisory Committee.
- Engaging in a series of listening sessions with, and training programs for the adult and high school student members of the Lab community.
- Reviewing, in partnership with our HR professionals, principals, and University partners, steps to improve recruitment and retention of faculty and staff of color at Lab.
- Reviewing policies related to racist comments and hate speech in student and faculty handbooks before fall 2020.
- Working with the DAC to revisit and refine Lab’s diversity statement so it more readily serves as a guiding tool.
- Continuing our work across schools to implement N–12 programs that support students in developing competencies outlined in the CASEL framework for social and emotional learning (SEL): self-awareness, self-management, social awareness, healthy relationships, and responsible decision-making skills.
- Using summer 2020 funding to support DEI and SEL professional development and curriculum writing.
- Commiting to biennial climate surveys, and related action plans, beginning in Fall 2020.