RHCD's Equity + Belonging Journey

E+B Committee Report Out

May 2022

ROCKY HILL
COUNTRY DAY SCHOOL

Inspiring each other to discover our full selves and use our wisdom for good

INSPIRING EACH OTHER...
Grounded in our growth mindset and critical thinking competencies, we have engaged in courageous conversations that challenge us to create a stronger sense of belonging throughout our community.

Our E+B Journey through Social Media
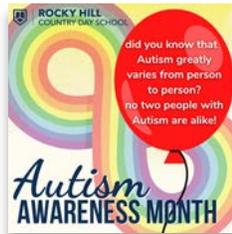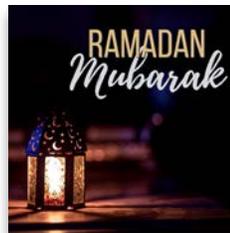
DISCOVERING OUR FULL SELVES...
Highlights from our E+B Journey that we wanted to share.

Student Voice

Caring Celebrations in Community

Throughout the school year, our student affinity groups celebrated with food during potlucks, played games of cultural significance, and developed ways to engage our community in activities that honor the past, present, and future.

We have also extended our affinity groups to incorporate faculty and staff looking to actively participate in spaces that unpack our racial, gender, parental, and learning identities. As we continue to develop and refine collective action goals for our shared identity spaces, the excitement to see what we can accomplish together can not be understated.

Thank you to every student who helped to make this year's Lunar New Year celebration a success! We appreciate your drive, dedication and determination more than you know.

In Amanda Hovey's class, our Middle School students completed an art project focused on mixing skin color pigments. Their artwork will be featured in the AISNE MS Student of Color Conference that RHCD will be hosting on Saturday, May 14th.

A special shout out to our US student who have done a phenomenal job of highlighting our community celebrations with drawings on our dry erase board in the Flynn Nautilus.

USING OUR WISDOM FOR GOOD...

Each subcommittee has been working hard since the beginning of the school year to assess where we are presently in our E+B journey and develop goals aligned with our RHCD mission and vision.

Communications

- Streamline + coordinate DEIJB community outreach
- Increase accessibility of Social Media platforms
- Create resource list of accessible communication methods

Curriculum, Teaching + Learning

- Develop deeper understanding of curriculum flow through an equity lens
- Provide feedback about DEIJB resources for curriculum planning
- Developed more inclusive name for subcommittee

Hiring Practices

- Members attended AISNE's Building Inclusive Hiring Practices Workshop
- Provide feedback to HoS + COO regarding job postings and descriptions
- Increase representation of marginalized groups in hiring pool

Student Support

- Develop deeper understanding of ACE services through an equity lens
- Create spaces for students to unpack identities in community
- Outline outreach system for support services on campus, like the Student Support Team

Student Advocacy

- Develop vision and mission for this student-led subcommittee
- Engage student involvement from each grade
- Weekly meetings with Director of E+B and/or E+B Committee Member

Office of E+B

- Lead E+B focused training for the RHCD community
- Diversify attendance at various faculty/staff meetings
- Attend weekly meetings scheduled with Head of School, Division Heads and other Administrators

1 ONE

We are committed to building a more equitable and loving community. We encourage/strive for honest self-examination, courageous conversations, mindful citizenship, and reaching out to one another in shared appreciation of our differences.

2 TWO

Rocky Hill Country Day School encourages the ongoing sharing of ideas, experiences, and dialogue that will broaden perspectives. By practicing and teaching equity and inclusion, we are committed to doing our part to help dismantle systemic racism, oppression, and inequality in our community and the world around us.

3 THREE

Rocky Hill Country Day is committed to working against forces of discrimination and oppression and creating an equitable environment where all members are supported. This requires that we respect and fully honor each member of our community. By practicing and teaching equity and inclusion, we as a community aim to dismantle systems of oppression and inequality in our community and empower all members to use our wisdom to create a more just and equitable world.

4 FOUR

RHCD encourages the ongoing sharing of ideas, experiences, and dialogue that will broaden perspectives. By doing this, the school seeks diversity of thought and experience, teaches inclusion, and employs equitable teaching practices. We are committed to doing our part to help dismantle systemic racism, oppression, and inequality in our community and the world around us.

LET'S SHARE OUR EXPERIENCES
We want every member of our RHCD community to feel seen and heard. We are available and would love to hear how we can make our campus more inclusive of our multicultural experiences.

Upcoming Gatherings + Save the Dates

- **May** - Asian American/Pacific Islander Month

- **May 14th** - RHCD Hosts the 2022 AISNE MS Student of Color Conference

- **May 7th** - RI Slave History Medallion Ceremony

- **June** - PRIDE Month

- **June** - National Immigrant Heritage Month

- **June 19th** - Juneteenth

Office of Equity + Belonging

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Glows

- Love the photos
- Conveys important information
- Grabs my attention. I would read it!
- Very readable.
- I like the font choice a lot.
- This effectively communicates your message.
- Very nicely organized.
- Good representation.
- "I love this infographic!"
- The 3rd section (Using Our Wisdom For Good) has great formatting and the text is easy to read.
- "I think this is really great Ms. Jones!"
- "My favorite parts are the different images at the top. It really grabbed my attention."
- Well organized and labeled
- I like how each gray header has a graphic icon
- Communicates a lot of important information
- You did a great job anchoring your sections and headings using shapes
- Love how you included the events that we've celebrated through photos.
- Good use of bulleting text
- Love how you numbered each topic you wanted to discuss

Grows

- Reduce amount of text to increase engagement
- Try to align text consistently
- Use contrasting text color in top panel (change RHCD logo to white) - make it POP!
- Reconsider your color choices - use brand colors and follow 60-30-10 rule. So many colors used that I don't know where to look.
- Consider if there is any information that you need to include citations for (photos and student artwork)
- Consider rearranging photos at the top of the first page. Arrangement seems messy when everything else on the page is organized.
- Consider using more graphics.
- Spacing and alignment are off. Consider adding consistent margins around all text and aligning all text consistently.
- Feels really busy. Add some more negative space.
- Make text formatting consistent from section to section (currently switches from centered to clustered to aligned to one side)
- There are lots of images in the first section that have small text - this makes me feel a bit overwhelmed because I can't read what they are saying) - perhaps enlarge the images or provide captions in a text size that can be read more easily.
- Make title of each section bigger. Use rule of text hierarch - 1 size for titles (large), 1 size for subtitles (medium), and 1 size for body text (small).
- The dots above the arrow graphic in the first section are confusing.
- "Halfway through it gets kinda boring, but then again I'm a kid so I get bored easily."
- Feels a bit crowded with leads to me feeling overwhelmed.
- In areas with multiple paragraphs of text, you could add graphics to hold the reader's attention. For example, where potluck is mentioned you could add a food icon.
- First page looks a bit busy. Maybe breaking up the pictures would help it flow.

AVERAGE RUBRIC SCORES:

4 = Advanced   **3** = Proficient   **2** = Progressing   **1**= Basic

Organization
2.7 / 4

Color
3.4 / 4

Font
3 / 4

Graphics
2.9 / 4