

IDEA Task Force Meeting Summary November 9, 2020

Opening Team Building Activity (Led by Camille Underwood):

Each task force member should consider the meaning of inclusion, diversity, equity, and access at Altamont. Volunteers can share which term resonates with them and why. This information will be useful as we develop our vision and mission statement.

Updates from Working Groups (Led by Liz Edwards)

Incident Reporting Mechanism (Alex Melonas)

- Student survey asking for preferred reporting method
- Considering widely used application for anonymously reporting incidents
- Create step-by-step guide for process
- Train points-of-contact for students (advisors, teachers, staff)
- Projected timeline: December 2020

Student Handbook (Danielle Wattleton-Anderson)

- Goal: to ensure that language of fairness and equity are embedded in Altamont's student handbook. Every student will be protected emotionally, physically, mentally and intellectually.
- Define process for addressing student issues surrounding diversity and inclusion
- Define and explicitly state a zero tolerance policy
- Review all parts of handbook
- Review restorative processes around discipline
- Determine how we ensure that social and emotional learning are a part of all of the policies

Increasing BIPOC representation among faculty and administration (Chris Durst)

- Research possibility of hiring diversity coordinator
- Implement a student teaching program. Partner with schools in the area
- Begin a new teacher institute

Inclusive curriculum (JP Hemingway and Andrew Nelson)

- Assess the school's curriculum and teaching practices
- Generate ideas for improvement
- Make recommendation to the academic team
- Primary areas of focus: course content and student engagement; curricular and teaching assessment; faculty buy-in and evaluation; and faculty training

Increasing BIPOC representation among student body (Thomas Goldsmith)

- Goal: We can improve the fabric of society by increasing diversity of the student body because it allows students to have a more complete educational experience (academically, ethically and morally).
- Identify and make contact with two new mission-appropriate BIPOC markets
- Research and hone effective value proposition
- Assist with the formation of BIPOC-specific support networks for both students and parents
- Form partnerships with diverse feeder schools

Mentorship support for BIPOC students (Lisa Daniels)

- Create teams for BIPOC students with affinity group channels
- Create social calendar that allows us to support BIPOC cultural events after COVID-19
- Internal support: Altamont's Black Student Union and Big Sib/Little Sib Program; alumni mentors for current students
- External support: Jack and Jill; Top Teens of America; Kappa League; Young Musical Geniuses of Birmingham

Training for board, staff, faculty, student and parents (Chris Durst and Liz Edwards)

- Document what training we are currently doing
- Research other training opportunities
- T. Marie King will conduct training with IDEA task force
- Projected Completion Timeline: June 1

Board of Trustees commitment to IDEA (Dottie Pak)

- Goals: identify places that the board can support or approve policies recommended by the IDEA task force; develop long-term policies and processes to integrate the task force priorities into the board's work moving forward
- Evaluate options for board IDEA-focused training
- Reflect on board recruitment strategies
- Survey current board policies and by-laws and identify possible changes
- Explore opportunities for regular board communication to Altamont community
- Research data that other NAIS/SAIS schools review in board meetings that speaks directly to IDEA issues (i.e. financial aid, discipline data, etc.)

Alumni Association commitment to IDEA (Charlotte Russ)

- Revive a large and inactive membership
- Initiate growth of more BIPOC directors
- Elevate engagement of the Alumni Association
- Engage alumni in mentoring current students

Parents' Association commitment to IDEA (Anne Lynn Langloh)

- Understand what committee members think about the current culture of the APA
- Assess in what ways we succeed at and where we fall short of IDEA fundamentals
- Recruit parents to serve on this working group

Communication (Laine Williams)

- Create meeting summaries; update website to reflect working group goals and priorities
- Starting January, focus on one initiative a month. Share these initiatives through social media, email and Altamont's advisory program

General comments: There is a fair amount of overlap in these initiatives so it will be important to coordinate efforts across the work groups (Tish Vance)

Next Meeting: Dec. 14, 2020