

Notes from the Board

by Mark Loevy-Reyes



Many members of the Hilltop community believe expanding our level of diversity at the school is an important goal in our developing strategic plan. We put a request for interested participants in the weekly newsletter back in October and formed the Equity Task Force. The Task Force is led by board member, Mark Loevy-Reyes, and consists of the following dedicated members of the Hilltop community: Anna Berry (alum parent and current parent of 11 years), Lauren Campbell (Director of Admissions and alum parent), Greg Hessel (current parent of 3 years), Emilie Kornheiser (current parent of 4 years), Tamara Mount (Head of School and current parent of 3 years), Jenn McCollum (new parent to a Children's House student), Rich Wolfe (alum parent and Board Treasurer). The Board's Equity Task Force met before Thanksgiving to begin looking at making recommendations to the Board about how to accomplish the goal of increasing diversity.

One order of business was to change our focus from "diversity" to "equity". The intent was to think of our charge not as a static snapshot, but as a dynamic continuing process. "Equity" encompasses an answer to the question of "why" and "for what." Additionally, equity is a process focus for our work. Equity contains both our aspirational future, and the societal history of injustice, crimes, and inequality, of class, gender, sexual-orientation, and race.

We started the discussion by considering how our personal experiences shape our connotation of equity. We reviewed the ways that Hilltop is already successful in creating an environment of inclusion and equity. That success can be seen in the ideas and curriculum that are fostered within the school. Hilltop's community also includes many different definitions of family and identity.

But the Task Force's biggest challenge will be to recommend ways for Hilltop to expand its equity mission in our corner of the world and make suggestions for how to finance the efforts. The Task Force recognizes that there is much work to be done to continue to increase the equity that the community is striving for. We will spend our next meetings thinking through the issues in order to develop clear recommendations to the Board.

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