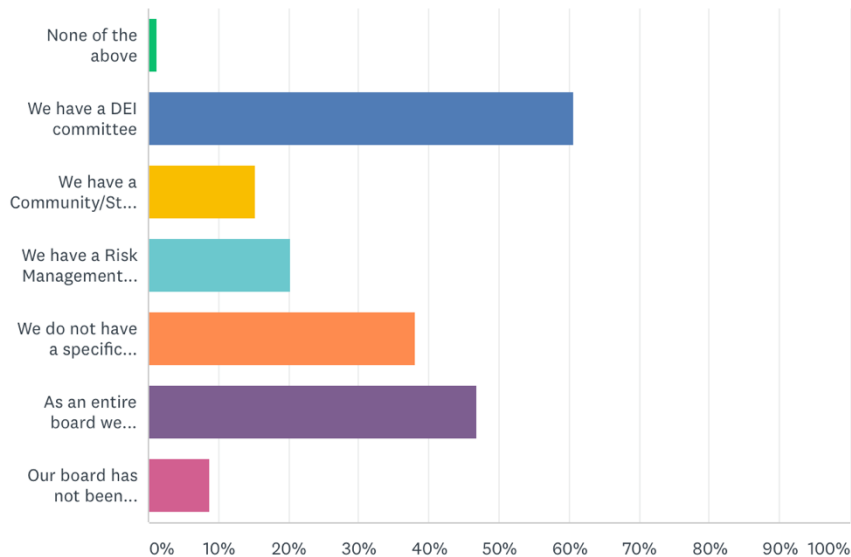


ISCA Member Survey
March 2021

With the understanding that DEI is one important aspect of school culture, please check all that apply to your board.

Answered: 79 Skipped: 0



We have a DEI committee. 60.8%

As an entire board we receive specific administrative reports on school culture and discuss this as a board. 46.9%

We do not have a specific committee for school culture, but it is embedded in the work of all our committees. 38.0%

We have a Risk Management committee that is responsible for student/employee safety. 20.3%

We have a Community/Student Life committee (or alternate name) that looks at how students, families and staff experience our school. 15.2%

Our board has not been intentionally discussing school culture. 8.9%

None of the above. 1.3%

Comments:

- We have a Task Force called Character and Culture. We decided to use a Task Force at the Board level with the expectation that it will "sunshine" and dissolve in a couple years. Our By-Laws give the Board's power to do that. We get an update in each Board Mtg from C&C Co-Chairs.
- Our DEI committee is a school committee with a trustee serving who has been appointed by the HOS. We disbanded our Student Life Committee years ago as it was getting too operational. Our head has specific areas of focus related to faculty culture and all school/community culture is part of our overall strategic goals that are monitored jointly by the board and school via our Strategy and Data committee.

- Under its charter, our Committee on Governance and Trustees provides oversight to campus DEI activities, which are led by a faculty/administrative DEI committee.
- We have a student DEI Committee in each division We have a DEI staff of 4 (including an intern) We have ongoing DEI Board education We have a standing board committee on "Diversity, Equity, Inclusion, Enrollment, and Financial Aid"
- Thank you for framing this question where DEI is one of the important aspects of school culture rather the one and only lens through which everything else must be seen.
- Board receives reports from DEI director periodically. DEI topics are regularly presented at full board meetings, but are generally not discussed routinely at the committee level. Handled administratively.
- We are about to launch a DEISJ plan. The board retreat was focused on this with HoS, senior administration, DEI lead, etc. A board member worked with the school admins to work through the detail. The plan was ratified by BoT, The comms plan will include a video of HoS, BoT member that worked on the plan and me as CoB
- Our Risk Management is handled by our Finance Committee. 2 - School culture was part of last strategic plan so it has been discussed in the past. The discussion has shifted during Covid and has been focused on how to ensure our families who choose to be on distance learning feel engaged in our community.
- We are a tiny tuition-free school that serves an underserved community. All of our students are nonwhite, and cultural competency, Restorative Justice and Music Therapy are huge elements of our program every day.
- I feel this subject encompasses all committees and school policies, not a stand-alone effort. We have regular discussion on school culture and how it is impacted by all decisions made at the Board level.
- Our school culture and DEI work are both covered in the first strategic imperative of our strategic plan. Diversity has been an integral part of our mission for decades and is part of the fabric of our school. We are a Greek Orthodox school, and those cultural and spiritual traditions create an opportunity for us to do this work in a very authentic way.
- It is interesting that Risk Management, school culture, and DEI would be group into the same question.
- We also have a DEI Working Group, that is currently charged with determining how best to assemble a DEI committee or Task Force for the school. Our plans are evolving.
- Our school's core mission is socioeconomic diversity -- we have a sliding scale tuition schedule, so families pay very different tuitions across the board -- so we discuss DEI at every Board meeting.
- We are hiring a Director of Diversity, Equity and Inclusion for Fall 2021 (a new position)
- When having discussions as a board, we may allude to the culture of our school. An example would be naming rights for a generous gift...it is not a practice at our school so we often refer to that as part of our culture.
- We also have a Director of Diversity, Equity and Inclusion
- The DEI committee includes teachers and staff, board and outside members.