



PROVIDENCE DAY
SCHOOL

Equity, Inclusion, & Belonging
ANNUAL REPORT

PUBLISHED SPRING 2022



A Letter from the Director of Equity, Inclusion, & Belonging

Dear Charger Family,

Welcome to our annual report on Equity, Inclusion, & Belonging. This report will be an ongoing tradition as we continue informing and being accountable to the students, families, faculty, staff, alumni, and broader community we serve as a school. It has been an incredible year marked by strategic visioning, strengthening programs, and deepening relationships. It's important to acknowledge the progress we have made as a school and invite you to pause and reflect with us.

These highlights from the 2021-22 school year illuminate how far we have come, while remaining committed to advancing and elevating our work. We have sustained many successful initiatives, while adding strategic new efforts. A theme of this year has been collaboration with campus stakeholders, ranging from Institutional Advancement to Athletics to alumni, our Board of Trustees, as well as students, faculty, and staff. In order for our students to experience an excellent education, equity, inclusion, and belonging must remain a central theme. Undergirding this work is the belief that each member of our community understands that this work does not belong to one person or one team, but is a shared responsibility for us all.

With Gratitude,

A handwritten signature in black ink that reads "Tyrone Jean". The signature is stylized and fluid.

Tyrone Jean
Director of Equity, Inclusion, & Belonging



To see our video report on Belonging at PD, click or scan here.



AMEMSA Holi Celebration, 2022



JANA DORSEY

Jana Dorsey joined the Providence Day community in September 2020. In her capacity as Associate Director of Outreach for Equity, Inclusion, & Belonging, she focuses primarily on marketing/communications and connectivity groups with alumni of color, allies, and families of currently enrolled students.

2021-2022 FACULTY COORDINATORS

Providence Day has six faculty coordinators who work with the Office of Equity, Inclusion, & Belonging. In the 2021-22 school year, they were:

LOWER SCHOOL



Jean Little



Kristie Oglesby



David Harris

MIDDLE SCHOOL



Brian Li

UPPER SCHOOL



Jordan Benoit



Tamar Lebrón

KEYSTONE CLUBS FOR CHILDREN



Equity

At Providence Day School, we aspire and commit to ensuring that each individual has access to resources, support, and opportunities according to their needs. By eliminating barriers, each individual is able to flourish within our community.

HIGHLIGHTS

- Partnered with PFLAG Charlotte (the premier organization for LGBTQ+ individuals, families, and allies) to create a three-part series on LGBTQ+ experiences for our Upper School faculty.
- Partnered with Dr. Ali Michael for implicit bias training for off-campus coaches, Institutional Advancement, and the Student Services team.
- Partnered with Dr. Sandra Chapman for a three-part education series on Racial Anxiety, Implicit Bias, and Racial Microaggressions for Lower School Parents and Families.
- Adopted a gender-neutral dress code for all three divisions.
- Created and launched the **Teaching Fellows Program**. [LINK](#)
- Strengthened our financial aid model to reflect greater equity based on each family's total financial need.
- Continued to partner with gender diverse students and their families to ensure access and support.

"I want all of our students to feel valued no matter how they may identify.... My goal in this role is to be an ally and advocate for social justice overall!"

*~Kristie Oglesby,
Lower School EIB Coordinator*



Gay Straight Alliance (GSA) Fundraiser with the Theater Department, 2021

Inclusion

At Providence Day School, we are actively cultivating and sustaining an environment in which all members of our community will experience acceptance, respect, support, and value given their various identities and backgrounds.

HIGHLIGHTS:

- Added commemorations of LGBTQ+ History Month, Arab American Heritage Month, and Jewish American Heritage Month.
- Added several affinity groups (Jewish Student Association, Rainbow Alliance in Middle School, and Jewish Affinity Group in Lower School).
- Tripled Kaleidoscope member participation in Lower School.
- Hosted a listening session for Jewish families regarding anti-Semitism, which led to partnering with the Jewish Culture Club for a student listening session.
- Conducted student-initiated celebrations for Holi, Lunar New Year, and Rainbow Day.
- The Cultural Connections committee of the Parents' Association hosted celebratory events for Diwali, Hanukkah, Lunar New Year, and Eid al-Fitr.
- Accurately reflected the increasing diversity of our school community in internal and external communications, ranging from videos and podcasts to magazines, brochures, and social media posts.
- Increased the school's advertising spending with diverse media outlets, including *Jewish Community News*, *La Noticia*, *Pride*, and *QCitymetro.com*.
- Enhanced cross-divisional programming such as **Dr. Martin Luther King Jr. Video** [LINK](#), Homage Exhibit, and Anne Frank Exhibit. Both exhibits yielded 1,000+ participants.

"At PD, we strive to highlight our students' unique strengths while providing an inclusive and loving community."

~Thamar Lebrón, Upper School EIB Coordinator



STORY

GE

FROM THE ERA OF
BARACK OBAMA

selected pieces from the
of Morris McLeod, including
bearden and Elizabeth Cady
ants from Frederick Douglass
irley Chisholm and more.
ists will see African
moving through
Americans
construction.

Homage Exhibit, 2022

HOMAGE
Traveling Black History Exhibit

Tuesday, February 15th
10:00 - 3:00pm
5:00 - 7:00pm

Academic Center: The Stable (1st floor)
The Homage Exhibit opens the door to the African American experience in the United States from the time of Slavery to the election of Barack Obama.

SPONSORED BY:

CELEBRATING

ASIAN & PACIFIC ISLANDER AMERICAN HERITAGE MONTH

MAY

FACULTY OF COLOR SOCIAL

FRIDAY, OCTOBER 29TH @ 3:45PM
LEROY FOX COTSWOLD
705 S SHARON AMITY RD.
CHARLOTTE, NC 28211

RSVP: JANA.DORSEY@PROVIDENCEDAY.ORG

AMEMSA
Arab Middle Eastern Muslim South Asian Upper School Affinity Group

In celebration of Holi, wear bright colors to school on Wednesday, March 9th!

AMEMSA
ARAB, MIDDLE EASTERN, MUSLIM, SOUTH ASIAN AFFINITY GROUP

SOLIDARITY FAST

JOIN US TO COMMEMORATE THE HOLY MONTH OF RAMADAN. WE WILL FAST AS A COMMUNITY FROM 8:15 AM TO 1:15PM ON WEDNESDAY, MARCH 30TH.

BIAS INCIDENT REPORTING

EXPERIENCED OR WITNESSED A BIAS INCIDENT? SUBMIT A REPORT TO THE OFFICE OF EQUITY, INCLUSION, & BELONGING.

SEE SOMETHING? HEAR SOMETHING? SAY SOMETHING!
EQUITY, INCLUSION, & BELONGING TEAM:
TYRONE JEAN, DIRECTOR: TYRONE.JEAN@PROVIDENCEDAY.ORG
JANA DORSEY, ASSOCIATE DIRECTOR: JANA.DORSEY@PROVIDENCEDAY.ORG

CELEBRATING

JEWISH AMERICAN HERITAGE MONTH

MAY

CELEBRATING

NATIVE AMERICAN HERITAGE MONTH

NOVEMBER

THE OFFICE OF EQUITY, INCLUSION, & BELONGING AND THE GENDER & SEXUALITY ALLIANCE AFFINITY GROUP PRESENT:

LGBTQ History Month Panel

Panelists:
Erin Busbee, William Way LGBTQ Center
Sandra Lawson, Reconstructing Judaism
Harper Seldin '07, Cozen O'Connor Law Firm

October 26, 2021

Dr. Jennifer Bratynski, historian
Jana Dorsey, moderator

THE PROVIDENCE DAY SCHOOL OFFICE OF EQUITY, INCLUSION, & BELONGING + THE HISPANIC/LATINX AFFINITY GROUP PRESENT:

DIASPORA DIALOGUES: A CONVERSATION ON CULTURE, RACE & IDENTITY IN LATIN AMERICA & THE CARIBBEAN

DR. REYNALDO ORTÍZ-MINAYA

LOWER SCHOOL + THE OFFICE OF EQUITY, INCLUSION, & BELONGING PRESENT:

JOIN US FOR A VIRTUAL SESSION FOR LOWER SCHOOL PARENTS/FAMILIES WITH DR. SANDRA CHAPMAN OF CHAP EQUITY UNPACKING RACIAL MICROAGGRESSIONS APRIL 6TH @ 8:45AM

SCAN CODE TO SIGN UP
QUESTIONS? EMAIL KRISTE.COLE@PROVIDENCEDAY.ORG

CELEBRATING

LUNAR NEW YEAR

FEBRUARY 1, 2022

YEAR OF THE TIGER

THE OFFICE OF EQUITY, INCLUSION, & BELONGING + AMEMSA (ARAB, MIDDLE EASTERN, MUSLIM, SOUTH ASIAN AFFINITY GROUP) PRESENT:

MAPPING THE MOON
DR. FAROUK EL-BAZ

A virtual talk with the Egyptian born scientist, founder of the Center for Earth and Planetary Studies at the Smithsonian, internationally renowned geologist and PD alumni grandparent who mapped the landing sites for NASA's Apollo missions.

CELEBRATING

WOMEN'S HISTORY MONTH

MARCH

PROVIDENCE DAY SCHOOL

HISPANIC FAMILIES NETWORK SOCIAL

WEDNESDAY, APRIL 13TH @ 6PM

JOIN US FOR A SOCIAL CONNECTING HISPANIC + LATINO PD FAMILIES AND FACULTY

CELEBRATING

BLACK HISTORY MONTH

FEBRUARY

CELEBRATING

HISPANIC HERITAGE MONTH

SEPTEMBER 15 TO OCTOBER 15

Providence Day School

Black Families Network

Thursday, September 23rd @ 6pm

Join us for a social connecting Black PD families and Black PD Faculty/Staff!

CELEBRATING

LGBTQ HISTORY MONTH

OCTOBER 2021

ANNE FRANK EXHIBIT

Hosted by Office of Equity, Inclusion, Belonging and the Anne Frank Center of the University of South Carolina

Academic Center: The Stable
May 2nd to 7th

MIDDLE SCHOOL

RAINBOW ALLIANCE MEETING

FRIDAY, JANUARY 21ST @ 10:40AM
MOSACK LECTURE HALL
[DICKSON HEMBY - ROOM 100]

FACULTY CONTACTS: MS. MOSER, MRS. INGRAM & MR. HARRIS

EID MUBARAK!
TO OUR PD COMMUNITY CELEBRATING EID AL-FITR

AFIRM SOCIAL
ALUMNI FOSTERING INCLUSION RESPECT AND MULTICULTURALISM

Join us! Providence Day's AFIRM, Office of Alumni Relations, and Office of Equity, Inclusion, & Belonging will host a virtual social on:

September 30th @ 6pm

HAPPY VAISAKHI!

CELEBRATING

ARAB AMERICAN HERITAGE MONTH

APRIL

Belonging

At Providence Day, belonging is an outcome of diversity, equity, and inclusion. We commit and aspire to have each member of our community experience and feel a sense of belonging, meaning each individual is seen, heard, valued, and affirmed in all of their full selves, thus making them feel connected to the greater PD community.

HIGHLIGHTS:

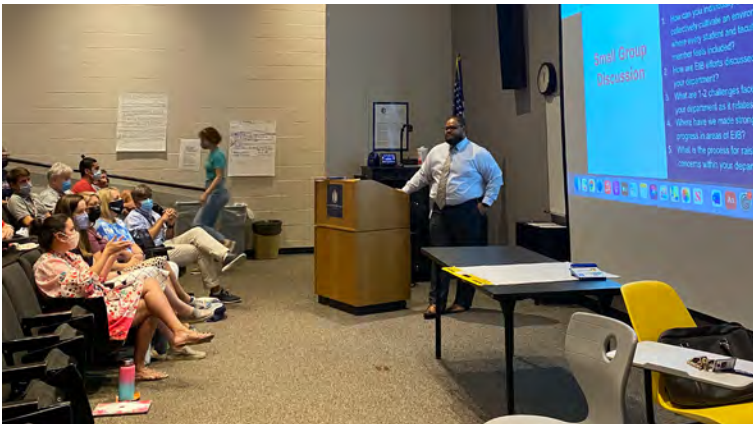
- Strengthened the **bias reporting system**, [LINK](#) created last year, which focused on accountability and education. It is now a multi-prong system that emphasizes social-emotional well-being of those directly impacted, community restoration, restorative justice practices, education, and accountability.
- Added language to employment position descriptions that attract qualified candidates who share values of equity, inclusion, and belonging.
- Expanded the Black Families Network and Hispanic Families Network to bring communities together.
- Brought the Jewish community together in response to anti-Semitic incidents and created space to address concerns and chart a pathway forward. Partnered with local Jewish religious leaders to identify resources to better educate the PD community.
- Put on a school play, *She Kills Monsters*, with Queer lead characters and raised \$4,400 in proceeds benefiting Time Out Youth, a local organization that supports LGBTQ youth.
- **Developed 50+ programs** [LINK](#) and events catering to various stakeholders with diverse needs.
- Collaborated with the Office of Alumni Relations to host AFIRM (Alumni, Fostering, Inclusion, Respect, & Multiculturalism) events including a meet and greet, a presentation to the Board of Alumni, monthly newsletter, and an alumni panel on college and careers.



Diwali Celebration, 2021

LOOKING AHEAD





EIB In-Service Week Presentation, 2021



Charlotte People of Color Network Event, 2022

Steps for the 2022–23 year and beyond

- Strategic Planning process will include:
 - Analysis of data, including: Assessment of Inclusivity and Multiculturalism (AIM) Survey, Phase I Listening Sessions with the Women’s Inter-cultural Exchange (WIE), and Phase II Focus Groups.
 - Opportunities to participate in strategic planning sessions to support the vision of Equity, Inclusion, & Belonging in 2030, coming in Fall 2022 and Spring 2023.
 - Equity, Inclusion, & Belonging strategic plan will outline strategies, objectives, and initiatives that support the goals set forth by the Board of Trustees.
- Greater integration of anti-semitism, anti-racism and anti-bias education.
- Continued and increased parent/family education.
- Continued and increased professional development for faculty and staff.
- Adding Equity, Inclusion, and Belonging as a designation within the Annual Fund.
- Exploring guidelines that better support the gender diversity of the school (athletics, classrooms, trips, restrooms).

For more on how the Office of Equity, Inclusion, and Belonging is working to meet its goals, **please click here.** [LINK](#)

“Given all we are going through right now as a nation regarding issues of race, class, gender, sexuality, and ethnicity, to name a few, it is vitally important that as an educational institution committed to providing students with a global education that we confront these issues head-on, and in so doing provide a safe and welcoming environment for ALL of our students.”

~David Harris, Middle School EIB Coordinator



PROVIDENCE DAY
EQUITY, INCLUSION,
& BELONGING

 @PDEquityInclusion  @PDInclusion  @PDInclusion

5800 Sardis Road • Charlotte, NC 28270 • www.ProvidenceDay.org