

Office of Equity, Inclusion, and Belonging:

Goals 2021-2022:

1. Develop metrics for Equity, Inclusion, & Belonging
 - a. Progress:
 - i. Partnered with [EAB](#) to understand existing metrics in the areas of equity, inclusion, and belonging
 - ii. Began exploring evaluative tools that measure equity, inclusion, and belonging
 - iii. Defined equity, inclusion, and belonging
 - iv. Determined the need for quantitative and qualitative metrics
2. Enhance communication around Equity, Inclusion, & Belonging
 - a. Progress:
 - i. Provided regular updates to the Board of Trustees via “Headlines”
 - ii. Collaborated with Marketing & Communications team through regular meetings which yielded streamlined outcomes via social media and aligned messaging
 - iii. Advertised events on regular communication channels leading to increased participation (Communique’s, Thursday Notes, A Look Ahead)
 - iv. Updated website to reflect calendar of important events, religious observations, and cultural celebrations
 - v. Launched inaugural Summary Report outlining progress over the past several years
 - vi. Participated in regular Parent Association meetings to provide EIB updates
 - vii. Dedicated space for Equity, Inclusion, & Belonging stories in *Providence Day Magazine*
3. Develop systems and structures so that Equity, Inclusion, & Belonging can thrive
 - a. Progress:
 - i. Strengthened the bias incident reporting process by adding additional protocols (Social-emotional well-being, restorative justice, community restoration)
 - ii. Continued the data collection phase of the strategic planning process
 - iii. Met regularly with EIB coordinators (two per division) to streamline programming TK-12
 - iv. Reviewed the current Diversity, Equity, & Inclusion Curriculum Action Plan
 - v. Added language to position descriptions to attract candidates at all levels who share in the values of equity, inclusion, and belonging
4. Develop a strategic plan for Equity, Inclusion, & Belonging
 - a. Progress:
 - i. Board of Trustees launched the strategic framework naming Equity, Inclusion, and Belonging as one of six areas of focus
 - ii. Assembled a EIB Strategic Planning committee of campus thought leaders and provided them with a three-part training series

- iii. Communicated widely that the future of Equity, Inclusion, & Belonging will live in the strategic plan - a proactive measure
- iv. Created a timeline outlining progressive steps of the strategic planning process
- v. Partnered with the Women's Intercultural Exchange to execute additional focus groups to gather data from stakeholder groups.
- vi. Attended professional development seminars on EIB strategic planning