

A new
conference
on Episcopal
identity,
equity, and
inclusion.

at the
HEART
of our
identity

Being **Episcopal**
Being **Inclusive**



National Association of Episcopal Schools
Maritime Conference Center • Baltimore, MD • March 4-6, 2020

Conference Schedule

Wednesday, March 4, 2020

2:30 pm - 3:30 pm	Registration & Check-In	A300 Hallway
3:30 pm - 4:00 pm	Conference Welcome <i>The Rev. Daniel R. Heischman, D.D., NAES Executive Director</i>	A300
4:00 pm - 5:00 pm	Opening Session: Jadhel Taveras <i>Finding Balance & Vision in the Work of Diversity, Equity, & Inclusion.</i>	A300
5:00 pm - 6:00 pm	Opening Eucharist <i>The Rt. Rev. Eugene T. Sutton, Celebrant & Preacher</i>	A300
6:00 pm - 6:45 pm	Conference Reception	Salon / Dining Room
6:45 pm - 7:30 pm	Dinner	Dining Room

Thursday, March 5, 2020

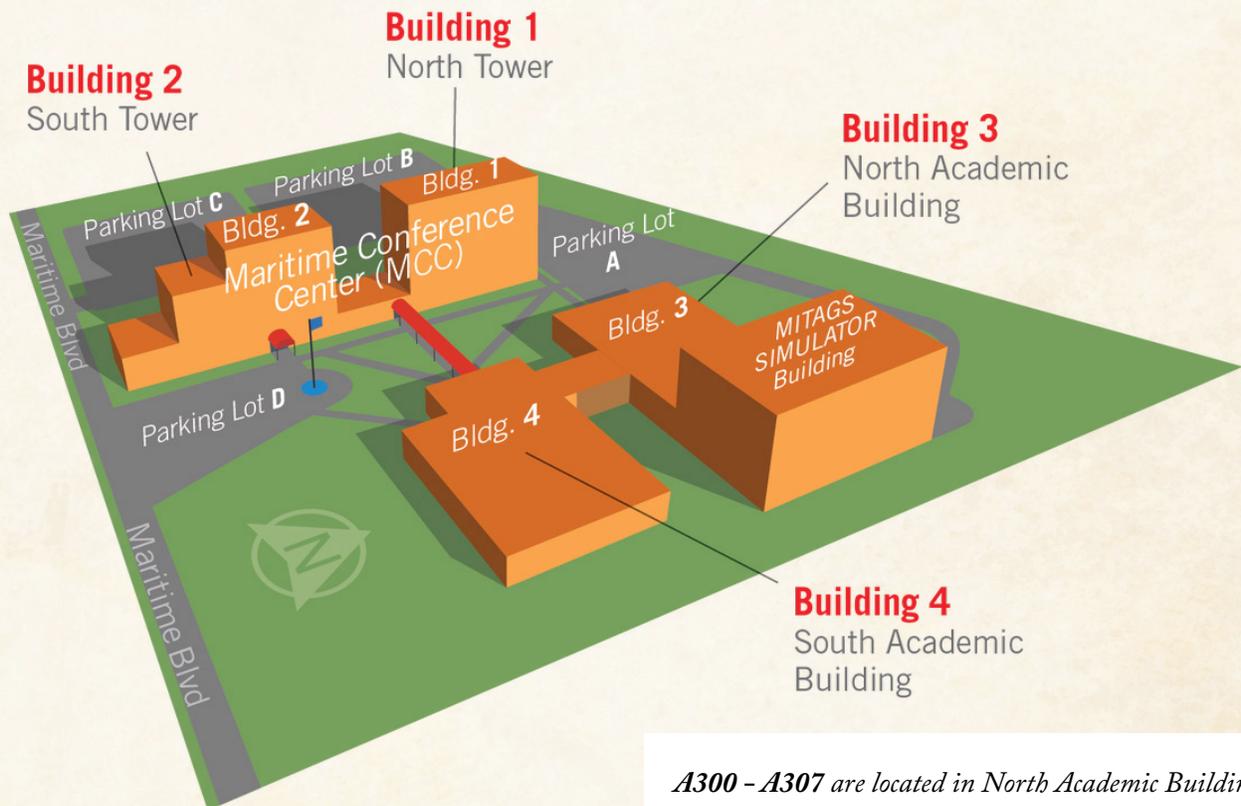
7:30 am - 8:00 am	Morning Worship <i>Brad Braxton, Ph.D., Conference Chaplain</i>	A300
8:00 am - 9:00 am	Breakfast	Dining Room
9:00 am - 10:15 am	Keynote Speaker: Rodney Glasgow	A300
10:30 am - 11:45 am	Workshops — Block A <i>Page 6</i>	A302 - A307
12:00 pm - 1:00 pm	Lunch	Dining Room
1:00 pm - 2:15 pm	Workshops — Block B <i>Pages 7-8</i>	A302 - A307
2:30 pm - 3:45 pm	Workshops — Block C <i>Page 9</i>	A302 - A307
4:00 pm - 5:15 pm	Workshops — Block D <i>Pages 10-11</i>	A302 - A307
6:00 pm - 7:00 pm	Dinner	Dining Room
7:30 pm - 9:00 pm	Small Group Discussions	A300 - A303

Get together with colleagues from your region and/or school type to discuss and share programming ideas, possibilities for partnership, campus & community engagement, and ways to stay connected.

Schedule Continued

Friday, March 6, 2020

7:30 am - 8:00 am	Morning Worship <i>Brad Braxton, Ph.D., Conference Chaplain</i>	A300
8:00 am - 9:00 am	Breakfast	Dining Room
9:15 am - 10:30 am	Keynote Speaker: The Rt. Rev. Phoebe A. Roaf	A300
11:00 am - 12:00 pm	Commitments & Connections: The Diversity Journey <i>This session will help you work within your local context while connecting further with others, expanding upon shared resources for your role, school, and community. We will then reconvene to close the conference before re-engaging into life and work back on campus.</i>	A300 - A303
12:00 pm - 1:00 pm	Lunch and Farewells	Dining Room



*A300 - A307 are located in North Academic Building
Dining Room is located in South Tower*

Keynote Speakers

Rodney Glasgow, Ed.D.

Rodney Glasgow is Head of Middle School & Chief Diversity Officer at St. Andrew's Episcopal School in Potomac, MD, as well as a noted speaker, facilitator, trainer and activist in the areas of diversity, equity, and social justice. As of July 1, 2020, Rodney will serve as Head of School at Sandy Spring Friends School (MD). He is one of the founding members and now Chair of the National Association of Independent Schools' (NAIS) annual Student Diversity Leadership Conference, a 20 year-old training ground drawing over 1500 high school students nationwide. Last year, Rodney launched the National Diversity Practitioners Institute, a summer intensive for diversity practitioners. He was a member of Call-to-Action, the advisory board to the Vice President of Equity and Justice for NAIS. He is also the founder of Diversity in the DMV, a one-day conference for students and educators. Rodney is a featured writer in the book *Diversity in Independent Schools*, and he wrote the prologue for the recently released *One Teacher in Ten in the New Millennium: LGBT Educators Speak Out About What's Gotten Better...And What Hasn't*. An experienced educator, he served as Diversity Coordinator at Graland Country Day School in Denver, CO, and as Assistant Head of Upper School and Director of Diversity for Worcester Academy (MA).



The Rt. Rev. Phoebe A. Roaf

The Rt. Rev. Phoebe A. Roaf is the IV Bishop of the Episcopal Diocese of West Tennessee, the first woman and the first African-American to hold the position. Her life and ministry in multicultural and multiracial environments make her uniquely suited to serve among the geographic, economic, racial and ethnic diversity found in west Tennessee. A lifelong Episcopalian, Bishop Roaf grew up in Pine Bluff, AR. She served as rector at St. Philip's, the oldest African-American church in the Episcopal Diocese of Virginia, and as associate rector for three years at Trinity Episcopal Church in New Orleans. Bishop Roaf completed her bachelor's degree at Harvard University, as well as an MPA at Princeton University and a law degree at the University of Little Rock, AR. She attended Virginia Theological Seminary where she now serves as vice chair of the board of trustees. Her diocese, which covers all of Tennessee west of the Tennessee River, has 8,260 active members and an average Sunday attendance of more than 3,000.



Guest Speakers

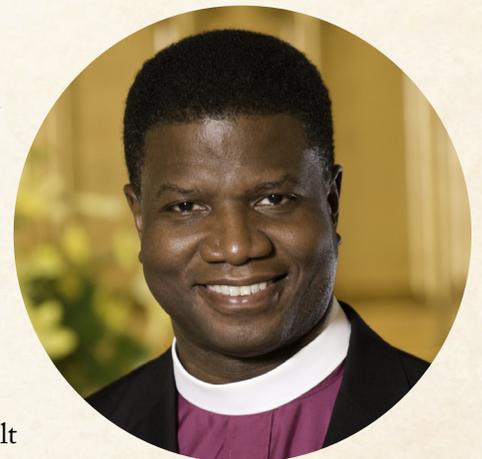
Jadihel Taveras

Jadihel Taveras serves as Head of School at Esperanza Academy, a tuition-free middle school serving girls of diverse faiths, races, and cultures in Lawrence, MA. A first generation Latino, Jadi graduated from Kimball Union Academy in New Hampshire and received his bachelor's degree from Siena College. While an undergraduate, he spent a semester attending Stellenbosch University in South Africa, as well as teaching in low-income communities of color. This experience, coupled with his family's journey as immigrants from the Dominican Republic to Lawrence, sparked a passion and commitment to supporting and advocating for low-income communities. Upon graduation, Jadi spent a year as a Program Manager for the Foundation of Sustainable Development in Cochabamba, Bolivia working closely with indigenous migrants on issues related to economic sustainability. He earned his Master's Degree in Intercultural Leadership, Communication, and Management from SIT Graduate Institute in Brattleboro, VT. In 2016, he was appointed the Dean of Multicultural Education at the Governor's Academy, where he worked collaboratively to foster an inclusive, equitable, and conscientious school community.



The Rt. Rev. Eugene Taylor Sutton

The Rt. Rev. Eugene Taylor Sutton is the XIV Bishop of the Episcopal Diocese of Maryland. Nationally known for his commitment to non-violence, reconciliation, the environment, and the practice of Centering Prayer, he served as canon pastor and director of the Cathedral Center for Prayer and Pilgrimage at Washington National Cathedral. In 2019, Bishop Sutton testified before congress at a House Judiciary subcommittee considering H.R. 40, *The Commission to Study and Develop Reparations Proposals for African Americans Act*. Throughout his ministry in parishes and academia, he has held teaching posts in homiletics and liturgics at Vanderbilt University Divinity School in Nashville, Tennessee, New Brunswick Theological Seminary in New Jersey, and General Theological Seminary in New York. In 1997, Sutton co-founded Contemplative Outreach of Metropolitan Washington, an ecumenical network of churches and individuals committed to centering prayer and renewing the contemplative dimension of the gospel for daily living. He holds degrees from Hope College and Western Theological Seminary in Holland, MI, and has done graduate studies at Princeton Theological Seminary. An author of several articles on preaching and spirituality, he is a contributor to the book *The Diversity of Centering Prayer*.



Workshops A — 10:30 am - 11:45 am

Holistic DEI Programming: What are we missing? — A302

This workshop is primarily aimed at communities seeking to better integrate their existing DEI practice on campus. Effective and authentic school wide commitments to diversity and inclusion require a close look at both programming and curriculum as well as formal and informal communication throughout the year. We will identify key areas in which opportunities for DEI reflection are sometimes missed (opportunities for differentiation and culturally responsive classrooms, program offerings and accessibility to a wide range of socioeconomic levels, service learning conversations, etc.), and discuss how to create a more comprehensive program for your school. Finally, this workshop will provide practical questions that are applicable to a variety of situations (classes, programs, committees, etc.) to help individuals identify immediate steps to take to help make elements for their community more inclusive.

Luci Hoad, Dean of Students 11th and 12th Grade, All Saints' Episcopal School, Fort Worth, TX

Identity Work With the Youngest of Learners — A304

Attendees will learn about the research behind identity development in children as young as 3, and how The Cathedral School of St. John Divine's Director of Inclusion & Community Engagement serves to enmesh identity work in the full curriculum, as well as how affinity groups work in this K-8 school in Manhattan, NYC.

Worokya Duncan, Ed.D., Director of Inclusion & Community Engagement, The Cathedral of St. John the Divine, NYC

HOLY Disunity: Proclaiming by Word and Example — A306

While working in an independent school does not mean that you have to work independently, this workshop will discuss how our Lower School Chaplain and Director of Multicultural Affairs work together. This presentation will include how and why we lead and facilitate diversity, equity and inclusion conversations on our campus. We will focus on our journey of how we began this work together and will present you with the tools and resources we use to guide us.

Terra Burke, Director of Multicultural Affairs; Jill Williams, Lower School Chaplain, Porter-Gaud School, Charleston, SC

Diversity and Inclusion: Tips for First Steps — A307

Let's be different together! After noticing the need to make a few changes in our practices and policies at Saint Stephen's Episcopal School, we recently formed a faculty-led diversity and inclusion group. We are focusing on all aspects of diversity in our school ranging from socioeconomic, race, cultural and faith-based differences. Our current focus is reviewing new strategies on how to attract a more diverse student population through marketing, community outreach, financial aid, community education, hiring processes, and much more. Some of our immediate goals include having our school demographics match closely with the community that surrounds us, helping students from all backgrounds feel included academically, athletically, socially and emotionally, educating our community about Saint Stephen's mission and vision, and how our diversity practices align with those goals.

Anna Maria Conn, Academic Dean, Saint Stephen's Episcopal School, Bradenton, FL

Workshops B — 1:00 pm - 2:15 pm

Service Learning & Cultural Competency: Equity in Action — A302

How do we shift from community service to service learning? And how do we ensure that service learning embeds systems thinking, cultural competency, and our Episcopal identity? Join this interactive workshop to learn concrete skills that you can take back to your school community. We will explore methods used at St. Margaret's Episcopal School, an Early Childhood (preschool) through Grade 12 school located in Orange County, California. Of note is that Orange County is politically and socially "purple"; in other words, you will find that the topics covered in this session take into account very diverse perspectives and communities.

Victor Cota, Director of Equity & Inclusion, St. Margaret's Episcopal School, San Juan Capistrano, CA

The importance of supporting LGBTQ+ students & how to do it in the classroom — A303

This workshop will look at a short film in which queer students share their wishes for how teachers can teach about and support LGBTQ+ topics and youth. We will discuss the spectrum of gender and sexuality and how to support your students in their own questioning of this important part of human identity. We will also discuss the absolute necessity for ALL teachers to be well-versed in how dominant culture demands gender and sexual conformity to the detriment of our students and society at large. We will also look at concrete resources to help you in your class, whatever subject it may be, so that LGBTQ+ students feel seen, heard, loved and supported for who they are, and to create empathy in the hearts and minds of students who are cis-heterosexual so that violence against this marginalized community may cease.

dena harry saleh, Social Justice Studies Teacher & DEI Coordinator, St. Elizabeth's School, Denver, CO

Chapel: A Place for Exploring Affinities and Identities in Community — A306

Students across the nation have called upon our communities to provide places to highlight, affirm, and support their identities. By partnering with affinity groups, our chapel program at Grace Church School has created shared and vulnerable space, where students, faculty, and staff commemorate Black History, LGBTQ Pride, Asian Identity, and more. Learn from the school's chaplain, the Rev. Mark Hummell, and the Office of Community Engagement's team, Jean-Robert Andre and Kim Chaloner, about how we have woven our program together with our students' voices and experiences.

The Rev. Mark Hummell, Chaplain; Kim Chaloner, Dean of Community Life & Diversity Coordinator, Grace Church School, NYC



JOIN THE CONVERSATION!

Connect with your colleagues and continue the important work of this conference in the new NAES Online Community.

www.episcopalschools.org/community



Workshops B – Continued

DEI in Early Childhood and Elementary Settings: How Unpacking our Biases Will Create Space for All to Learn – A304

Research suggests that by five, children understand gender, are aware of bias, and begin to categorize to understand differences. By 10, student understandings of differences begin to solidify stereotypes that are internalized and cross-cultural interactions begin to decrease. As adult practitioners, weaving in and out of children's classrooms and lives, what are our actions and interactions communicating? It's imperative that we unpack how our assumptions and fears show up, lest we impose them on the young people in our care. This workshop will explore how examining our biases is the foundation for presenting our best selves to impressionable children. We'll also explore how children can teach us about cultural humility.

Cheleah Googe, Director of Diversity, Equity, and Inclusion; The Rev. Dr. Lisa Barrowclough, Chaplain, Beauvoir, the National Cathedral Elementary School, Washington, DC

From Safe Spaces to Brave Spaces: Creating Pathways to Courageous Conversations – A307

Schools desire to have courageous and difficult conversations around sensitive and timely topics whether it be race, gender, or equity. The failure happens because all constituencies are not equipped to have those conversations; they have not done their own work in order to dialogue with others, especially from underrepresented and marginalized communities. We will discuss how we moved from affinity groups for students and faculty of color to providing space for white faculty and staff to examine the impact of their identity in our community to developing a group of white educators focusing on creating an antiracist curriculum.

KiKi Davis, Director of Institutional Equity and Diversity; Joe Wenger, Upper School English Teacher and Upper School Diversity & Equity Coordinator, St. Stephen's and St. Agnes School, Alexandria, VA



Workshops C — 2:30 pm - 3:45 pm

Teaching Tough Topics Through “Book of the Month” — Getting the Conversation Started — A302

How do you start tough conversations around Equity, Diversity, and Inclusion with younger students? Learn how to use “Book of the Month” as a tool for diving deep and building a shared language for your community. Hear from a pair of veteran educators who use Book of the Month to delve into topics such as: identity, gender bias, food insecurity, perspective, religious tolerance, socio economics, difference, inclusion, and global issues. You will leave with practical ideas for starting your own book of the month, a list of books and the topics they cover, and classroom activities for students in nursery through elementary school.

Erica Thompson, Assistant Head of School for Equity, Diversity, and Inclusion; Trissy McHenry, Assistant to the Head of Lower School, St. Patrick's Episcopal Day School, Washington, DC

Gender and its Role in the Classroom — A303

This workshop will be an opportunity to examine gender roles in the classroom and how we as Episcopal schools can support children and their families as they learn and grow.

Kate Malin, Rector, Christ's Church, Rye, NY; Ann Hirsch, Director, Christ's Church Nursery School, Rye, NY

Cultivating Interfaith Settings - Teaching Students, Educating Faculty, Engaging Your Community — A306

Moving beyond mere acknowledgment of the various faith traditions within our schools and communities, Episcopal schools can be sites of interaction, dialogue, and collaboration between faith traditions. This workshop will use three different case studies to explore how interfaith events and practices can teach students, educate faculty, and engage the broader community.

Timothy Seamans, Associate Chaplain for Service & Justice, The Episcopal School of Los Angeles, Los Angeles, CA; Joel Sohn, Co-Director of Equity & Inclusion, Episcopal High School, Alexandria, VA

Spanning the Partisan Divide: Embracing Political Inclusion While Promoting Equity and Justice in Episcopal Schools — A307

We frequently discuss diversity and inclusion as vital components of Episcopal schools, yet rarely do we address the subject of political diversity within our pluralistic school communities. In this election year of 2020, the saliency of this issue will only grow more paramount. How do we affirm the spectrum of political viewpoints present in our schools, yet also maintain a steadfast promotion of the cornerstone Episcopal values of independent thought, embrace of differences, justice, and equity? We will share ideas in this workshop of how to affirm our Episcopal identity within the strong currents of this year's political season.

The Rev. David “Kahu” Jackson, Priest-in-Charge & Head of School, All Saints' Episcopal Church & Preschool in Kapa'a, HI



Workshops D — 4:00 pm - 5:15 pm

A Day in the Life of a Director of Diversity, Equity and Inclusion — A302

This fun and interactive session will provide a glimpse into the life of a Director of Diversity, Equity and Inclusion (DE&I). This session will consider the role of advocate, mediator, program manager, professional development, administrator crisis manager and conflict resolution. Through this session, practitioners will discuss the role assessment, monitoring, tracking, program development, training and facilitation. It is our hope that practitioners will leave understanding policy and best practices in DE&I work, how to create measures for assessments and program goals, the need for institutional support and mentorship and the role of self care.

Dr. Elizabeth Goatley, Director of Diversity and Inclusion, The Episcopal School of Dallas, Dallas, TX

Breaking the Silence: Having Difficult Conversations About Diversity at Episcopal Schools — A303

Change is not easy, and while we often recognize the need for it, our discomfort with difficult conversations frequently inhibits growth. This is particularly true when it comes to matters of diversity. This workshop explores the obstacles to developing a diversity program, and offers strategies for beginning the conversation about the need for such a program. Additionally, participants will be given literature and techniques for working with their faculty to create a welcoming environment for all students.

Kristin Elliott, Director of Diversity, Equity, and Inclusion, St. Albans School, Washington, DC

Many Paths to God: Leveraging “EI” for Diversity, Equity, and Inclusion — A306

At Breck School, we leverage our Episcopal identity and tradition of inclusion to teach that “there are many paths to God.” This missional focus on pluralism creates space for us to live our commitment to diversity and inclusion. Join Head Chaplain, Alexis Kent and Melrose Servant Leadership Director, Heidi J. Kim (both Episcopalians) to learn more about how to utilize Episcopal roots and frameworks to inspire relevant and meaningful diversity, equity, and inclusion work. We offer a way forward by considering examples for Chapel, DEI staffing models, and reconciling a missionary namesake.

Heidi J. Kim, Director of the Melrose Family Center for Servant Leadership; Alexis N. Kent, Religion Department Head and Middle School Chaplain, Breck School, Golden Valley, MN

Strengthening Beloved Community through Intentional Hiring — A307

Living into the reality of Beloved Community is an aspirational value for Episcopal Schools. Mitigating implicit bias in the hiring process is one of the most difficult challenges to overcome in accomplishing this goal in the area of faculty hiring. The gospel welcome which lies at the foundation of strengthening beloved community must be supported through a definitive plan, clarity of mission, strategic initiatives, and intentional focus throughout the hiring process. Through a practical approach with a defined structure and specific examples, participants will consider one school’s strategic approach to diversity recruitment, examine the shortcomings of the traditional hiring process, and consider a new approach to hiring through the introduction of an assessment tool aligned with the values of the institution and the needs of the position.

The Rev. Michael Spencer, Vice Rector for Faculty, St. Paul’s School, Concord, NH

Workshops D – Continued

Did You Call Me White? Teaching Middle School Students to Incorporate the Language of Equity and Justice – A304

From the declaration of pronouns on the first day of school through investigating our shared immigrant heritage to an acknowledgment of majority culture and the role that racial and gender hierarchies have played and continue to play in our systems of education, language is both a tool of oppression and liberation that is wielded by everyone, whether intentionally or ignorantly. Infusing a middle school history curriculum with opportunities to interrupt the callously colloquial nature of students is a solution that requires a wide swath of content knowledge, a familiarity with the markers of culture, and a facility with the language of equity, inclusion, and justice. Participants in this workshop will leave with a variety of strategies to introduce conversations about identity, privilege, culture, equity, inclusion, and justice into middle school curricula to promote student understanding.

Reynaldo Macias, Diversity Coordinator & History Teacher, St. Matthew's Episcopal School, Pacific Palisades, CA



**Love one
another
as I have
loved you**



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November 4-6, 2020 | Sheraton San Diego Hotel & Marina

"The sense of community, common purpose, and outstanding intellect was palpable." – Past Attendee

www.biennialconference.org

Welcome to Baltimore!

A Message from NAES

Thank you for joining us at what will surely be a transformative and enriching conference. This event is a first for NAES, and represents a vital first step toward fulfillment of a major strategic goal for the association. This conference is part of a broader initiative of the Association, itself also titled “At the Heart of Our Identity: Being Episcopal, Being Inclusive,” that seeks to establish a national professional network of diversity practitioners. This initiative—and by extension, this conference—will also help equip both diversity practitioners and chaplains as they explore the ways Episcopal identity intersects with the important work of diversity, equity, and inclusion. NAES is very grateful to the Edward E. Ford Foundation, whose matching grant helped provide the initial funds to launch this initiative, as well as to The Episcopal Church who, through a supporting grant, will help promote the future of this work.

We hope you enjoy this conference!

The Rev. Daniel R. Heischman, D.D. | *NAES Executive Director*
Sandi Hannibal | *Project Coordinator*

Acknowledgments

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The Episcopal Church — Becoming Beloved Community

Rodney Glasgow

The Rt. Rev. Eugene T. Sutton

The Rt. Rev. Phoebe Roaf

Jadi Taveras

Brad Braxton, Ph.D. | *Director of Diversity, Equity, Inclusion, and Church-School Initiatives, St. Luke's School, New York, NY*

NAES Diversity Conference Planning Committee:

Anna Conn | *Upper School Academic Dean, Saint Stephen's Episcopal School, Bradenton, FL*

Kiki Davis | *Director of Institutional Equity & Diversity, St. Stephen's & St. Agnes School, Alexandria, VA*

Dr. Elizabeth Goatley | *Director of Diversity & Inclusion, Episcopal School of Dallas, Dallas, TX*

The Rev. David “Kahu” Jackson | *Rector & Head of School, All Saints' Episcopal Church & Preschool, Kapa'a, HI*

Heidi Kim | *Director of the Melrose Center for Servant Leadership, Breck School, Minneapolis, MN*

Chris Seeley | *Assistant Head & Director of Academics, Church Farm School, Exton, PA*

Erica Thompson | *Assistant Head of School for Equity, Diversity, & Inclusion, St. Patrick's Episcopal Day School, Washington, DC*

The Conference Center at the Maritime Institute

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