



A National Program
For School Leaders and Educators

The Independent School Diversity Seminar

Tuesday, July 5 – Sunday, July 10, 2011

Sponsored by:



Featured Speaker:

Dr. Beverly Daniel Tatum

President, Spelman College

Author, *Why Are All the Black Kids*

Sitting Together in the Cafeteria?

and *Can We Talk about Race?*

Seminar Founder & Director:

Christine Savini

Principal Consultant,

Diversity Directions

2011 Host School:

Brooks School

North Andover, Massachusetts

NEW
Host School
for 2011

A National Program
For School Leaders and Educators



“The Independent School Diversity Seminar is a ‘life-changer!’ The Seminar faculty does REALLY GOOD, STRONGLY ETHICAL WORK in a remarkable and laser-like way. Sixteen years has honed and burnished the Diversity Directions Seminar, and as a recipient of that toil I am very grateful.”

Stephen Stout '10 Seminar
Director of Theatre Programs
Greens Farms Academy
Greens Farms, CT

“This was the most valuable professional development I’ve done in 17 years of teaching. Every teacher and administrator should have this opportunity - it is essential for personal and professional growth.”

Erin Munoz '10 Seminar
Diversity Coordinator
and Spanish Teacher
Bryn Mawr School
Baltimore, MD



“The Diversity Directions Seminar gives participants the safe space to delve into difficult conversations and develop our skills in diversity work. Every part of the week was essential, and the faculty and organization was wonderful!”

Nicole Hood '10 Seminar

*Director of Academic Achievement
St. Catherine's School
Richmond, VA*

“More people need to seek out the resources and education gurus at the Independent School Diversity Seminar. I'm going back to my school with very specific new ideas for our Diversity and Inclusion Steering Committee.”

Richard Lautze '10 Seminar

*Math Teacher
The Urban School
San Francisco, CA*

“The Seminar gave me the words to describe multicultural experiences in our schools. This was incredibly liberating. Having this terminology, plus the resources and presentations were all powerfully affirming.”

Alda Farlow '10 Seminar

*Upper School English Teacher
and Diversity Committee Chair
Buckingham, Browne and Nichols School
Cambridge, MA*



THE SEMINAR TOPIC

Diversity and Inclusion in Independent Schools

Most independent schools have committed themselves to cultural diversity, presenting it in their mission statements, school publications, and student body. Many have developed standing committees on diversity and begun to recruit a diverse faculty, while others have also established diversity director positions. Despite taking these steps, schools often find themselves unable to sustain their original achievements or to make further progress toward their goals.

An experienced team of independent school professionals, who have successfully established diversity programs and applied diversity practices in their individual schools, as well as having spent over 16 years assisting other independent schools nationwide, provide the leadership of the Independent School Diversity Seminar.

Through combining intellectual strength and emotional engagement, the Seminar team helps schools develop a common language to examine the personal, interpersonal, and institutional factors that can advance or impede a school's diversity initiative, and gives participants approaches and methods to design systems, enhance climate, and ensure lasting progress.

The Seminar's size and schedule is designed to allow each individual the opportunity to be heard and supported in both full seminar and small group sessions. Team leaders meet their small groups each day to discuss the large group experiences, exploring how the ideas and strategies being presented can be applied to their own schools.



THE SEMINAR SPONSOR

Diversity Directions, which consults exclusively to independent schools, is comprised of a multicultural team of educational leaders with deep professional experience in NAIS schools. The Diversity Directions team includes professionals who have served as long-term diversity directors, independent school psychologists, administrators, and master teachers. Christine Savini leads Diversity Directions and consults full time. Other team members consult on an adjunct basis.

Over the past four years, Diversity Directions has consulted to schools in Massachusetts, Connecticut, New York, Delaware, Maryland, North Carolina, Oklahoma, Rhode Island, Texas, Vermont, Virginia, Georgia and the District of Columbia. Diversity Directions' philosophy is to meet the individual school where it is in its multicultural evolution, and, using an inquiry-based approach, to provide concrete, practical steps to help the school reach its next level of development. Diversity Directions consults in :

- Diversity Strategic Planning
- Recruiting/Hiring/Retaining A Diverse Faculty
- Searches For Directors of Diversity
- Mentoring Newly Hired Diversity Directors/Practitioners
- Supporting Diversity/Multicultural Practices Committees
- Assisting with Developing Multicultural Curriculum, Classroom Practices, and Student Programming
- Professional Development For Diversity and Multicultural Practice
- Supporting Parent Diversity Groups and Parent Conversations on Diversity and Multicultural Practices
- Board Retreats on Diversity and Multicultural Practice
- Conducting Assessments of
 - School Climate and Culture
 - Programs and Practices
 - Hiring Policies
 - Curriculum and Resources
 - Student Programming and Support
 - School Publications and Websites
 - Admissions

Diversity Directions consultants can be retained on a per diem, semester or annual on-retainer basis



THE SEMINAR TEAM

Seminar Founder/Director



Christine Savini, Founder and Principal Consultant of Diversity Directions, has been a leader in independent school diversity efforts for over 25 years. Christine holds a M.A. in American Racial and Ethnic Studies, and for 17 years served as Director of Diversity Planning at Milton Academy (MA). While at Milton Christine sought and received a \$400,000 Wallace Foundation Grant to develop diversity and multicultural programming at the Academy, and chaired a strategic planning process for the recruitment and retention of faculty of color at the school.

Also, she has served on several NAIS Multicultural Assessment Teams, and was a founding member and on the advisory board of Seeking Educators of Color (SEEC).

Christine is the author of the article *Unconscious Bias and How It Affects The Hiring Process*, which appeared in the Winter 2010 issue of *Independent School Magazine*. She is also a contributor to the 2001 AISNE *Guide to Hiring and Retaining Teachers of Color*, the 2008 NAIS *Middle School Handbook* and the 2009 AISNE publication *How White Educators and Educators of Color Can Make Diversity Work*. Christine has consulted to 30 independent schools in 12 states and the District of Columbia.



Featured Speaker



Beverly Daniel Tatum is the ninth President of Spelman College. Dr. Tatum is a clinical psychologist whose areas of research include black families in white communities, and racial identity in children and adolescents. For over 20 years, Dr. Tatum has taught a course on the psychology of racism. She has also toured extensively, leading workshops on racial identity development and its impact in the classroom. Dr. Tatum is the author of numerous scholarly articles and three books on the issues of race and identity: *Can We Talk About Race?*, *Why Are All the*

Black Kids Sitting Together in the Cafeteria? and *Assimilation Blues: Black Families in White Communities*. She also served on President Bill Clinton's National Task Force on Race in America.

Prior to her appointment to the Spelman presidency in 2002, Dr. Tatum spent 13 years at Mount Holyoke College, serving as professor of psychology, department chair, dean of the College and Acting President.



FACULTY

Resident Faculty

● **Bobby Edwards** is Associate Director of Admission and Director of Financial Aid at the McLean School of Maryland (MD). Bobby served as a faculty member for 20 years at Phillips Academy, Andover (MA) as Dean of Community and Multicultural Development and Senior Associate Dean of Admission. He also served as Director of the KIPP to College program (DC), serving the KIPP DC charter school network. Bobby has presented on diversity and multicultural issues at numerous schools and conferences and served as a contributing author to *The AISNE Guide to Hiring and Retaining Teachers of Color*, and *AISNE's Thriving In Independent Schools: A Guide for Educators of Color*.

● **Keith Hinderlie**, who holds a Ph.D. in Counseling Psychology, is Director of Mental Health, at The SEED School of Washington DC. Keith has been Director of Programs for the SEED Foundation (DC), Director of Student Services at Graland Country Day School (CO), and Assistant Dean for Community Relations and School Counselor at Milton Academy (MA). Keith has also worked as a psychologist in higher education and family centers. He has developed specializations consulting on the issues of African-American male students, as well as children of trans-racial adoption and bi-racial children.

● **Olivia Moorehead – Slaughter** is the Psychologist at The Park School (MA). Olivia holds a PhD in clinical psychology and brings 23 years experience working with children, adolescents, adults, and families in schools, outpatient clinics, courts, community health centers, and social service agencies. Olivia is Senior Faculty Consultant for the Center for Multicultural Training in Psychology at Boston University School of Medicine and Boston Medical Center. She has been a featured expert on *The Healthy Kids Show* and *American Baby*, nationally syndicated television shows. Olivia is also a member of the Board of Educational Affairs of the American Psychological Association.

● **Gloria Fernandez-Tearte**, is Director of Diversity and Staff Development at Greenwich Academy (CT.) She began her independent school career as the founding Executive Director of REACH, a program which places students of color in independent schools in Fairfield County, CT and Westchester County, NY. Before working in independent schools, Gloria, who holds a MSW, directed human resource initiatives for business and government, creating affirmative action policies and sexual harassment awareness workshops. Gloria is fully bi-lingual.



FACULTY (Continued)

Resident Faculty

● **Ralph Wales** is Head of The Gordon School (RI). Gordon, under Ralph's 17-year leadership, received national acknowledgment for its achievements in racial diversity and multicultural education, culminating in the NAIS Leading Edge Award in Equity and Justice. Ralph has also been invited to present Gordon's work in diversity at national independent school conferences and workshops. Previously, Ralph was Lower School Principal at Los Angeles' Buckley School. He began his teaching career at Shady Hill School in Cambridge, MA and holds a M.Ed. in administration. Ralph is also a trustee at The Park School (MA).

● **Vivian Wu Wong** is History Department Chair at Milton Academy (MA), where she is also the Asian Student Advisor and coordinator of the Hong Kong Distinguished Speaker Series. In addition, Vivian directs the *Primary Source* summer educators' seminar, *Asians in America*. She is the author of the secondary study guide *Early Chinese Immigration and the Process of Exclusion* and the article *Somewhere between Black and White: The Chinese in Mississippi*, both published by the Organization of American Historians. Vivian holds an M.Ed in history.



Visiting Faculty

● **Randy Testa** is Vice President of Education and Professional Development at Walden Media (producers of the films *Waiting For Superman*, *The Narnia Series*, *Charlotte's Web*, *Amazing Grace*, etc.) He holds a doctorate in Teaching, Curriculum and Learning Environments, and for many years, was Director of the Elementary Teacher Education Program at Dartmouth College. Randy has also taught in independent schools including Graland Country Day School (CO) and The Ross School (NY). Together with Robert Coles, Randy co-authored the anthology *Growing Up Poor*.

“This Diversity Seminar exceeded my highest expectations. I had no clear expectations when I arrived and you absolutely blew me out of the water.”

Jesse McKinney '10 Seminar

Science Teacher

Flint Hill School

Flint Hill, VA

The Seminar Topics

- **Why Your Culture Matters to Your School**
- **Bias Among The Well-Intentioned**
- **Hiring and Retaining A Diverse Faculty: Strategies and Obstacles**
- **Creating A Strategic Plan for Diversity**
- **Identifying and Responding to Privilege and Entitlement in Independent Schools**
- **Diversity Beyond Black and White: Asian-American and Latino Student Issues**
- **Featured Speaker:**
Racial Identity Development in Children and Adolescents
Dr. Beverly Daniel Tatum, President, Spelman College Author, *"Why Are All the Black Kids Sitting Together in the Cafeteria? and other Conversations about Race"*

ALSO

- **People of Color, Gay & Lesbian, and Gender Caucus Opportunities**
- **Field Trips to downtown Boston, including:**
— **Tour of the Beacon Hill African-American Heritage Trail, Conducted by The National Park Service**
- **Closing Chinese Banquet**



The Black Heritage Trail on Boston's Beacon Hill.

The Seminar Location

The Independent School Diversity Seminar will take place at Brooks School in North Andover, MA. Brooks is an independent coeducational, college preparatory boarding and day school for grades 9-12. Brooks School's magnificent 250 acre hillside campus, overlooking Lake Cochichewick, provides the perfect retreat setting for the Diversity Seminar. All seminar sessions will take place in the air-conditioned Lehman Art Center and adjoining Henry Luce Library. The air-conditioned Wilder Dining Hall and Student Center, with its media and game rooms, will also be available to Seminar participants.

Participants will also have access to walking and cross-country trails on the nearby lake shore, fields and forest, and to a fully-equipped, air-conditioned fitness room, two outdoor swimming pools, basketball courts, as well as to the Danforth Squash Center. Located 30 miles north of downtown Boston, Brooks is accessible from Boston's Logan Airport and Amtrak Acela's South Station. The Diversity Seminar will run shuttle buses from Logan Airport to Brooks School the morning of the Seminar (Shuttle service to South Station may also be available.)



Brooks School Campus, North Andover, MA

Information for Resident Participants

Participants may attend as residents or commuters. Since the Seminar has evening sessions on most days, residential participation is strongly recommended for anyone with more than a 30 minute commute to N. Andover, MA. Residential participants will be assigned a single room (unless a double room is requested) in a residence hall on the Brooks campus for the evenings of July 5 - 9. Past participants from the Pacific and Mountain time zones suggest traveling on July 4, to avoid possible flight delays, and a late arrival at the Seminar. Since we are unable to provide overnight accommodations for the evenings of July 4 or July 10, we suggest those who need to arrive early or stay later find accommodation in downtown Boston for those evenings. (Diversity Directions will provide a moderately priced recommended Boston hotel list to registered participants.)

Seminar Dining

The Seminar Fee provides all participants with five breakfasts and lunches, three dinners, break refreshments, and the closing off-campus banquet. Vegetarian selections will be available at all meals, which will model how a school food service can offer multicultural-themed dining.

Registration Confirmation/Travel Information

Registration confirmation and additional information to prepare you to attend the Seminar will be sent, [via e-mail](#), to registered participants. This attachment will include travel information, the Seminar schedule, directions to Brooks School, etc. **Please be sure your e-mail address is accurate and clearly legible on the registration form, so you will be able receive all information about the Seminar.**

Important Registration Information

Unlike a conference in which participants choose which sessions they wish to attend, the Seminar is designed as a course. And, like a course, daily presentations depend on the previous days' learnings. Therefore each participant needs to be present in every session to receive the full benefit of the Seminar. The Seminar begins at 1:00 p.m. on July 5 and ends at 1:00 p.m. on July 10. Participants are asked to arrive on time and to stay until the Seminar's completion. ***If you cannot remain for the entire Seminar and attend all sessions this summer, we ask you to postpone participation to another year.***

Attending the Seminar with at least one other person from your school will help you and your school better apply the concepts from the Seminar. In past years, schools that have sent administrative teams have reported a great deal of success in developing a common understanding and common language for implementing their diversity initiatives. Fees are designed to encourage schools to send teams to the Seminar.

Since enrollment is limited, we recommend early registration, particularly for those seeking campus housing. We regret we cannot reserve spaces through telephone or e-mail requests. In the interest of fairness, the only way to ensure your registration to the Seminar is to mail the Registration Form to the address listed at the bottom of the registration form.

Seminar Fees

Early Bird Fees For Registrations Received By May 1:

Single participant from a school:

\$2,000 per resident
\$1,800 per commuter

Two participants from a school:

\$1,900 per resident
\$1,700 per commuter

Three to five participants from a school:

\$1,800 per resident
\$1,600 per commuter

For Registrations Received After May 1:

Single participant from a school:

\$2,100 per resident
\$1,900 per commuter

Two participants from a school:

\$2,000 per resident
\$1,800 per commuter

Three to five participants from a school:

\$1,900 per resident
\$1,700 per commuter



For further information please contact:

**Diversity Directions at (617) 333-0200 or
e-mail: csavini@diversitydirections.com**



Seminar Registration

1. To receive complete information, this form needs to be filled out by the individual attending the Seminar, not by other school personnel.
2. Please write legibly and be sure to fill out all information requested.
3. Please make copies of this form, if your school is registering additional participants.

School Name _____

School Address _____

Your Name _____

Your Position in Your School _____

ADMINISTRATORS: Please list grade level. **TEACHERS:** Please list discipline and grades.

E-Mail _____ Home Phone _____

School Phone _____

Years at your current school _____ Years working in education _____

Ethnic Identity _____ Gender Identity? _____

(We request this information to create balance in break-out groups.)

Do you have any diversity responsibilities at your school? _____

If yes, what? _____

Have you taken part in any other diversity education program? _____

If yes, where? _____

Commuting Participant

Resident Participant

Single Room

Double Room (sharing room with other Registered Participant) _____

Do you have Special Needs requirements, including dietary?

If so, please describe: _____

Please list someone we should contact in the event of an emergency.

(This information is required for attendance.)

Contact's Name _____

Contact's Phone(s) _____

TOTAL FEES ENCLOSED: \$ _____ for _____ participants.

Please mail registration, with a check payable to **Diversity Directions**, to:

DIVERSITY DIRECTIONS
40 Hills View Road
Milton, MA 02186

The Independent School Diversity Seminar

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*“Those of us working directly in diversity,
diversity allies and all administrators NEED
to attend this Seminar.”*

JOHARA TUCKER '10 SEMINAR
*Director of Community Service
Pomfret School
Pomfret, CT*