



Diversity Plan: Building Beloved Community

Adopted by the Board of Trustees, June 2021

FSA Mission Statement

Our mission is to provide challenging academics in a diverse environment, drawing on the Quaker values of simplicity, peace, integrity, community, equality and stewardship to empower our students to go out into the world with conscience, conviction and compassion.

FSA Vision Statement

The Friends School of Atlanta continues a 325-year Quaker tradition of education based on the belief that there is that of God or goodness in every person. The school manifests Quaker values of simplicity, peace, integrity, community, equality and stewardship.

We believe that all students have within themselves unique capacities for learning and achievement. The learning program provides opportunities for students to achieve their highest academic levels. In a supportive learning environment, students develop their capacities through independent thought, service and responsible action, thereby fostering life-long learning, self-confidence and respect for others. We provide a caring, cooperative atmosphere encouraging students to support each other as equals, and discourage that which would set one student above another.

The belief of Friends that individuals must find their own way leads to respect for the faith of everyone. Following the Quaker tradition of meeting corporately in reflective silent worship, an integral part of the school is the weekly meeting where the community gathers in silence to attend to the inner voice of the Spirit. This is a time to reflect upon experience, share thoughts with one another and seek truth.

Quaker values, based in the worth of each person, are reaffirmed in the school by listening and negotiating in the spirit of unity. These same values lead us to strive for diversity among students, families, faculty, staff, the Board of Trustees and in all areas of school life. As students incorporate the value of human respect into their lives, we believe they will take their wisdom and turn it toward social issues that extend beyond the immediate community to the world at large.

Statement of Commitment to Diversity, Equity and Justice

The Friends School of Atlanta is committed to diversity and community far beyond the traditional practice of inclusion. Guided by the Quaker value of equality, we are a diverse, welcoming community of learners and seekers. Our student population and teaching staff represent a broad spectrum of racial, economic, ethnic and religious backgrounds and differing physical abilities, sexual orientations, gender identity and family structures. As an educational institution, we have seen how learning is enriched by the challenges and joys that come with this variety of voices and experiences.

“Beloved community,” in Friends tradition, is a community united not by politics but by common beliefs. Because of this tradition, expressed in very early Quaker writings, Friends find a common ground with the teachings of Dr. Martin Luther King, Jr. As we strive to create this beloved community, we purposefully engage in self-evaluation and reflection. Dismantling the dividing walls of injustice is an ongoing task. We resolve to expand and nurture diversity in our student body, caregivers, faculty and staff, administration, and Board of Trustees.

Objective: Building Beloved Community Through Diversity, Equity and Justice

Through enlightened and rigorous education, a strong commitment to social justice and anti-racism, and active engagement of our community of diverse families, we strive to support our children and their families on the journey of love and in finding the goodness in each of us.

Guided by the school's mission, the Friends for Racial Justice and Action Committee, established by the Board of Trustees, calls upon FSA to promote an anti-racist school community and world through specific actions.

Strategy 1: Support Sustained Enrollment of Diverse Families

- ☐ Participate in admissions events and other school events that attract diverse families. Work intentionally to seek out a diverse student body.
- ☐ Provide orientation to FSA *families and how we work to live out the Commitment to Diversity, Equity and Justice*
- ☐ Provide ongoing support for all families about Friends education and the mission of FSA
- ☐ Support diverse families to claim ownership of FSA and to become school community leaders
- ☐ Equitably apply school resources to ensure economic diversity in our school community

Strategy 2: Employ and Support Diverse Faculty and Staff

- ☐ Seek out and hire a diverse administration, faculty and staff
- ☐ Provide an orientation to FSA and how FSA's commitment manifests in school and professional life
- ☐ Provide ongoing support for faculty and staff about Friends education and the mission of FSA
- ☐ Support diverse faculty and staff to claim ownership of FSA and to become leaders in the school community

Strategy 3: Intentionally Model and Practice Justice and Equity in the Community

- ☐ Provide educational opportunities to FSA community that focus on FSA's mission and fostering the Beloved Community
- ☐ Seek out, appoint, and support a diversified Board of Trustees who can share externally FSA's commitments, successes and philosophies

- ☐ Create welcoming and ongoing events sponsored by the community to encourage friendship, participation, open dialogue and belonging, using race-based affinity groups when appropriate
- ☐ Create community service opportunities that bring FSA students and families into contact and communication with community and human rights organizers/activists
- ☐ Incorporate curriculum requirements on social justice and anti-racism at all grade levels and develop programs to bring FSA students into contact with community organizations focused on elements of Beloved Community
- ☐ Create processes to identify and eliminate barriers and learn to recognize biases that inhibit full participation of students, caregivers, faculty and staff, and community within the FSA community.
- ☐ Create a plan for FSA to ensure partnership organizations are aligned with FSA mission and values in our work toward social and racial justice.

Strategy 4: Promote Deeper, Meaningful Discussions and Interactions That Promote Finding Goodness in Each of Us

- ☐ Provide focused study for students on the Values of Friends beyond Silent Meeting
- ☐ Develop activities for community members to engage in discussions around diversity, spirituality, social justice and anti-racism
- ☐ Provide tools and techniques for the school community to promote self-evaluation and reflection on Quaker values

Strategy 5: Implement Processes to Measure Progress Toward Achieving Outlined Objectives and Strategies, to Identify Problems and Facilitate Solutions

- ☐ Regularly conduct surveys and focus groups with trained facilitators to better understand our community, help monitor and assess progress on different issues, identify areas requiring focused attention
- ☐ Periodically undertake gap analyses for measuring continuous improvement, administered by Head of School, Board of Trustees representatives, and members of appropriate school committees
- ☐ Annually report on the demographics of the school community (Board, faculty/staff, and students)
- ☐ Use data and other information collected from assessment activities at Administration, Friends for Racial Justice and Action Committee and Board of Trustee levels for decision making.

Roles and Responsibilities of Board of Trustees

The Board of Trustees has established this Diversity Plan in order to ensure FSA's highest level of commitment to Building Beloved Community.

The Board shall be responsible for:

- ☐ Evaluating the Head of School in the school's achievement of the integration of the tenets of the FSA Diversity Plan in FSA's overall mission, goals and objectives
- ☐ Receiving reports from the Board-level Friends for Racial Justice and Action committee
- ☐ Regularly updating FSA Diversity Plan, objectives, and strategies when supporting evidence suggest such adjustment is required or beneficial to FSA

Roles and Responsibilities of Head of School

The Head of School shall have the following responsibilities and duties for implementation of the FSA Diversity Plan:

- ☐ Integrating tenets of Plan into FSA's strategic plan and daily operations of the school
- ☐ Communicating and disseminating FSA's commitment to Building Beloved Community to internal and external stakeholders
- ☐ Developing and overseeing overall implementation plan for execution of FSA Diversity Plan
- ☐ Developing training requirements and performance evaluation measures for faculty and staff in achieving Plan
- ☐ Developing curriculum requirements to achieve Plan
- ☐ Working with the Friends for Racial Justice and Action committee in the implementation and evaluation of organizational achievement of Plan

Role and Responsibilities of the Director of Diversity, Equity and Inclusion

The Director of Diversity, Equity and Inclusion will have the following responsibilities for implementation of the FSA Diversity Plan:

- ☐ Providing administrative leadership in the development and implementation of policies, procedures and programs that sustain a diverse, equitable, and inclusive school community
- ☐ Developing training initiatives to foster an open and inclusive environment
- ☐ Guiding elementary and middle school student programs and curriculum related to

DEI

- ☐ Co-Clerking the Board of Trustees Friends for Racial Justice and Action Committee and serving as ex-officio member of the FSA Board of Trustees
- ☐ Serving on the Friends School Parent and Teacher Association's (FSPATA) Executive Committee
- ☐ Assisting in recruiting, hiring, mentoring, evaluating, and retaining faculty who reflect and support a diverse and inclusive school community
- ☐ Supporting Enrollment Office work with prospective families
- ☐ Organizing and facilitating affinity groups and ally groups for students, faculty, staff, and families

Role and Responsibilities of Friends for Racial Justice and Action Committee

The Friends for Racial Justice and Action Committee shall have the following responsibilities and duties for implementation of the FSA Diversity Plan:

- ☐ Representing Board, act as liaison with School Community, caregivers, and the community at large on Plan
- ☐ Communicate and cooperate with FSPATA DEI as appropriate
- ☐ Developing and following an annual work plan that focuses on identified priorities based on the Diversity Plan;
- ☐ Working with Head of School along with school and community representatives in annually assessing achievement of Plan objectives and strategies through the FRJA committee work plan
- ☐ Through FRJA Clerks, providing an annual report to the Board of Trustees on achievement of the objectives and strategies of the FSA Diversity Plan.

Roles and Responsibilities of Faculty and Staff

Faculty and Staff shall have the following responsibilities and duties for implementation of the FSA Diversity Plan:

- ☐ Providing input as requested by Friends for Racial Justice and Action Committee into development of plan for implementing the Diversity Plan
- ☐ Executing objectives, strategies and tasks as identified by Head of School
- ☐ Working with students to understand FSA's Commitment to Building Beloved Community
- ☐ Follow the school's strategic plan that guides future development of educational programs and professional development in diversity, equity and inclusion education and Quaker education

Roles and Responsibilities of the Executive Committee of FSPATA

The Executive Committee of FSPATA shall have the following responsibilities and duties for implementation of the FSA Diversity Plan:

- ☐ Providing a representative to serve on FRJA
- ☐ Fundraising to support FSPATA educational resources related to Diversity, Equity, and Justice
- ☐ Communicating and coordinating with FRJA about FSPATA activities and initiatives related to the Diversity mission
- ☐ Be a resource to faculty and staff to enhance anti-racist curriculum
- ☐ Providing resources to FSPATA members to support caregivers in their work towards active participation in our Beloved Community
- ☐ Coordinating and hosting race-conscious parenting workgroup at least quarterly
- ☐ Coordinating and hosting yearly sessions, at a minimum, with BIPOC families to ensure needs and goals are being met, supplemented with quarterly survey evaluations

Roles and Responsibilities of FSPATA Members

FSPATA members shall have the following responsibilities and duties for implementation of the FSA Diversity Plan:

- ☐ Participating in educational opportunities provided through FRJA/FSPATA that work toward a Beloved Community
- ☐ Participating in community service opportunities provided through FRJA/FSPATA that work toward a Beloved Community
- ☐ Providing resources and input to inform this work
- ☐ Participating in evaluations of FSPATA related and sponsored Diversity, Equity and Inclusion activities

History of Board of Trustees Activities Related to Diversity, Equity, and Justice

- ☐ To ensure the highest level of commitment to Diversity, Equity and Justice in FSA, in 2001, the Board of Trustees created the Diversity, Equity and Justice Committee.
- ☐ In Fall 2020, the Board of Trustees combined the Diversity, Equity and Justice Committee with the Quaker Life Committee to highlight and reinforce the centrality of racial justice to the Quaker commitment of realizing the Beloved Community, coming together as Friends for Racial Justice and Action.
- ☐ FRJA further reflects the Board's desire to create a school that is truly welcoming and to make sure that issues of Diversity, Equity and Justice become central to the life of the school.
- ☐ The Diversity Plan was first written in 2008 and has last been reviewed and affirmed by the Board in 2022.

Structure of Friends for Racial Justice and Action Committee

FRJA shall consist of at least the following representatives who shall be appointed by the Board, the Administration, faculty and staff, FSPATA and students, as appropriate.

- ☐ 1 Board Representative - serves along with the Director of DEI as Co-Clerk of the FRJA Committee
- ☐ The Director of DEI at FSA
- ☐ 1 Faculty Representative (voluntary)
- ☐ 1 FSPATA Representative
- ☐ 1 Atlanta Friends Meeting Representative
- ☐ The Board representative shall report to the Board of Trustees on FRJA activity.
- ☐ The Board Representative, serving as Co-Clerk of FRJA, may confer with the Clerk of the Board of Trustees and the Head of School on issues requiring confidentiality and privacy.
- ☐ All members of the community are welcome. Except for the representatives designated above, all other participation is voluntary.
- ☐ Caregivers and students will receive service points for participation.