



*A monthly update on the Diversity,  
Equity, and Inclusion work happening  
at NGFS*

## GUILFORD CAMPUS

- In honor of Indigenous Peoples Day (October 12), A Child's Garden (Preschool) students learned that the word "indigenous" means the first people in a place. We acknowledged that NGFS is on the land of the Saponny, Shakori, and Eno nations. We also read the book "We are Water Protectors" by Carole Lindstrom. A Child's Garden also read "Kamala and Maya's Big Idea" written by Kamala Harris' niece, Meena Harris. They discussed the significance of Kamala Harris being elected Vice President.
- Sunrise (Kindergarten) students celebrated our differences and found different, beautiful ways to describe skin colors. They enjoyed the song "The Color of Me" from Sesame Street. They mixed paint colors to match the colors of their skin and painted self portraits. In unit studies, Sunrise learned about the pilgrims and the Wampanoag tribe and a historically accurate explanation of the beginning of our Thanksgiving traditions.
- As part of their space unit, Rainbow (1st and 2nd grade) students learned about female astronauts and scientists, including Mae Jemison, Sally Ride, and Katherine Johnson. During Meeting for Worship they read "Just Ask", by Sonia Sotomayor, about understanding and appreciating people who are differently abled. They also read "Still A Family", by Brenda Sturgis, about a family experiencing homelessness. Then they made placemats and artwork for the Interactive Resource Center.
- In reading, Horizon (3rd and 4th grade) students learned more about Native Americans by reading a variety of information books, legends, and

## PAGE-FREDERIKSEN CAMPUS

- Our Page-Frederiksen Campus transitioned all restrooms to gender-neutral when we arrived back on campus. It is important that all students, staff, and other adults who come to our campus, feel welcome and included. What a positive experience this has been for everyone!
- In grades 7-12, teachers have started the action work through the first lessons with students as an introduction to Identity & Affinity. These lessons take time and will be completed before we leave for winter break.

### Lesson 1: Who Am I?

- What is identity
- Identity pretest
- Community Norms for their work together
- What happens when people say inappropriate things about our humanity/identity
- Unpacking identity
- Up/Down activity
- The Big 8 Identities
- What are some other identities
- Which identities are visible and which are invisible

### Lesson 2: How is identity developed?

- Culture Wheel Game
- Create an identity map



biographies. Students listened to a read aloud of "Encounter," by Jane Yolen. This book tells the story of Christopher Columbus arriving in the Americas from the perspective of a young native boy. Remote and in-person learners met in breakout rooms via Zoom to discuss our thoughts and reactions to this story. They also read and discussed a book about the sad history of the Trail of Tears. The students expressed how it is important to learn about upsetting historical events to help keep them from repeating. The highlight of the fall was creating and sharing Native American dioramas of specific Native American geographic regions.

- Galaxy (5th and 6th grade) students learned about the history of voting rights as part of their unit on Government and Elections. They also talked about the historical significance of Kamala Harris's election as vice president-elect. Current events discussion included the Black Lives Matter movement and protests. Galaxy classroom Meeting for Worship topics included the 100th anniversary of the passage of the 19th Amendment and the life of John Lewis. Morning Meetings topics included Hispanic Heritage Month; they read about women in science and had conversations about gender and gender identity.

- Through "A Celebration of Democracy", Middle School teachers created an experience where students could share their voices in other ways as they are not old enough to vote. Students chose to complete a slide for one of the following:

- Create a **found poem** about American democracy out of John F. Kennedy's first inaugural address (15-30 words)
- Write a brief "**This I Believe**" **narrative** about a value or belief that you have about American democracy
- Pick a **song**, and a lyric from that song, that you think represents American democracy
- A statement about your **hope for the future** of American democracy and how we can achieve it
- **An issue that matters to you** and why you think it should matter to other Americans

- Jennifer Milton (school counselor) provided Upper School students and staff with two weeks of her time during advisory to work on an activity that shared the positive attributes, qualities, and strengths that make them unique. They discussed how they can use those unique gifts to illuminate the world. In the next stage, students were able to debrief the following:

- Do you feel that the personality quiz identified you well
- Share why you think this
- What attributes best fit you
- Did anything surprise you
- Based on these results, what do you want your friends to know about you

## STAFF DEVELOPMENT

Each week our administrators, faculty, and staff share a variety of resources. Some of these resources are later discussed in faculty and staff meetings; others are offered so that each member of our staff community has opportunities to personally examine the mechanisms of racism by looking inward and being accountable for our individual fingerprints on systemic racism and inequality.

### **Staff Actions:**

Faculty and staff on both Campuses participated in anti-bias training modules from the [KIRWAN INSTITUTE FOR THE STUDY OF RACE AND ETHNICITY](#)

### **Resources Shared:**

- <https://theantiracisttable.com/> *The AntiRacist Table 30 Day Challenge is specifically curated to educate, to help people face and get past shame, anger, and blame, and to develop empathy—all key elements of creating an AntiRacist America.*
  - During the Challenge you will have opportunities to cultivate mindfulness and daily practices centered around equality, justice, and humanity as you integrate The AntiRacist Table Core Principles into your life. Engaging and interactive, the daily lessons infuse videos, readings, reflection, meditation, and other disciplines.
- [How to Get in Synch with someone](#)
- [How Diversity Makes us Smarter](#)
- [You're White and You're Woke...Now What?"](#)
- Spanish teacher Morgan Sharpe shared a Hispanic Heritage Month resource for use in Lower School classrooms.

### **Other Professional Development:**

Our Head of School attended the SAIS (Southern Association of Independent Schools) Webinar: Attracting, Hiring, and Supporting Faculty of Color.

Guilford Campus faculty and staff began working with the Culture Wheel card game by Social Designs. The purpose of the Culture Wheel card game is for players to share cultural practices and identity stories with each other in an interactive way. The game is diversity, inclusion, and belonging in action.

Horizon (3rd and 4th grade) teacher Meg Coscia attended the virtual symposium UnColumbus Day, hosted by the Friends Council on Education (FCE). In the symposium, Meg learned more about the purpose of Indigenous Peoples Day and how to discuss this with students, and how to De-Center Columbus from the traditional Thanksgiving story and from American history. She also learned of additional resources and information to enhance Horizon's Native American unit. These included teaching articles, children's books, and videos that are written from an authentic Native American perspective as well as the Native Lands app that identifies on what tribal nations lands we live so teachers can accurately acknowledge and explore this with the class.

**What is NGFS staff Reading?**

- *Sharpen Your Inclusion Edge* by Jada Monica Drew
- *Millennial Teachers of Color* by Mary E. Dilworth
- *Biased* by Jennifer Eberhardt

*Stay Tuned for What's to Come*

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| <p>Identity work is the first stage of forming Affinity Groups for our <b>7th-12th grade students</b>. Identity work and discussions have begun in advising groups.</p> | <p>We completed the first bias training module from the <a href="#">KIRWAN INSTITUTE FOR THE STUDY OF RACE AND ETHNICITY</a>. We will continue with this training in <b>staff meetings</b>.</p> | <p>Sunrise (Kindergarten) and Rainbow (1st and 2nd grade) students will learn about winter holiday traditions, including:<br/>         Mexico: Las Posadas<br/>         Germany: Christmas<br/>         Italy: Christmas<br/>         Sweden: Saint Lucia Day and Christmas<br/>         India: Diwali<br/>         Israel: Hanukkah<br/>         United States: Kwanzaa<br/>         Africa/Middle East: Eid al-Fitr<br/>         Canada/U.S.: Christmas</p> |
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