

The Purpose of POSOC @ The Gordon School

Affinity groups function as a means to explore shared identities or common goals. They can also provide members affirmation, support, and a vehicle for advocacy.

Created in 1999, **Parents of Students of Color** (POSOC) is an affinity group that provides a space for Gordon School parents and guardians to discuss the distinct issues, needs, and experiences of students of color in independent schools.

POSOC prioritizes four key areas:

- 1) Education -- leaders in POSOC develop programming around issues of race and racial identity through an intersectional lens, acknowledging that our overlapping identities -- including our gender identities, sexual orientations, religious identities, among many others -- do not exist independently of each other, but instead form a complex web of power, privilege, and marginality.
- 2) Strategic Planning -- POSOC works strategically to ensure that all aspects of the Gordon community reflect Gordon's mission and commitment to racial diversity, inclusivity, and multicultural education. We also work to ensure that the interests of underrepresented groups are included in decision-making processes at the school. Meetings focused on this pillar might demystify the Board of Trustees and the governance structure of the school, a report from the Admissions Office, or networking events.
- 3) Support -- POSOC is a place where parents can talk about experiences that relate to race, racial identity and development, and other aspects of raising our children.
- 4) Social -- POSOC plans community-building gatherings such as roller skating or bowling parties and an annual family gathering held off- campus.

POSOC members come from an array of family structures and hold a range of racial, ethnic, gender, (non)religious, and socioeconomic and class identities, and sexual orientations, making it among the most heterogeneous group of adults that convene at Gordon. Its members include folks who have lived acutely aware of being racialized and of their racial identities as well as those who have never thought of themselves in racialized terms. Coming together to act in the best interests of our children is the group's inherent strength -- a strength that keeps us in the room during challenging conversations.