International School *of* Dakar

Diversity, Equity, and Inclusion Action Plan

Action(s) - 2021 - 2022	Person(s) Responsible	Timeline	Status
1. Professional Development			
Teacher orientation - Training on Implicit Bias, Schemas, Microaggressions, and cultural competence.	HS Social Justice Council	August	Completed
DEI Training day Inspire Citizens Student Podcast - **Part I** Inspire Citizens Student Podcast **- Part II**	HS Social Justice Council, D&I Team Members	October	Completed
Article - Elite International Schools Have a Racism Problem			
2. Curriculum Audit			
	D&I Team, IB Coordinators, Students, Nneka		
3. Local Staff Professional Learning			
Plan sessions, logistics, etc.	D&I Team, Nneka	November - June 2022	
Certificate ceremony		June 2022	

Action(s) - 2020 - 2021	Person(s) Responsible	Timeline	Status
1. Professional development			
Roadmap to Becoming an Anti-Racist School Leader - Administration, counselors, and interested teachers	Darnell Fine, Nneka, and Alan	August	Completed
Roadmap to Becoming an Anti-Racist School Leader - Board of Trustees	Darnell Fine	September	Completed

‘Is It Over?’ A Conversation about Racial Microaggressions, White Privilege, and White Supremacy	Darnell Fine	October	Completed
Recruit and select staff for Diversity and Inclusion Team	Nneka	September, October	Completed
Addressing bias, anti-racism, microaggressions, white supremacy, and white privilege PD sessions for all faculty ISS Article COIS Article	Nneka, D & I Team	November	Completed

2. Listening sessions for students and staff			
Recruit and select staff for Diversity and Inclusion Team	Nneka	September, October	Completed
D & I team and counselors conduct student listening sessions	Nneka, D & I team, counselors	November to present	In-progress
Listening sessions for staff	Nneka, D&I Team, counselors	April	Completed
Senegalese staff	Nneka, D&I Team, and counselor	March	Completed

3. **Community Survey (Facilitated by Tripod)**			
Student and Alumni Survey	Wendy, D & I Committee	November and May	November - Completed
Staff Survey	Wendy, D & I Committee	November and May	November - Completed
Parent Survey	Alan, D & I Committee	February	Completed

4. Policy Review			
Review of Board Policy in staff and student sections	Darnell Fine	December and January	Completed
Proposed recommended changes to Policy	Darnell Fine	January	Completed
Review of proposed changes and make	Policy	February to	Completed

the necessary changes	Committee	April	

5. Hiring			
Increase the priority of hiring diverse faculty over IB experience	Alan	November	Done and Ongoing
Implement new practices to identify and recruit outstanding candidates who are teachers of color (November 2019 to present, 43% of new hires for 20-21 are teachers of color	Alan	November	Done and Ongoing
Continue to brand school as a place for teachers of color - This includes a partnership with AIELOC, ISS Diversity Collaborative	Alan	November	Done and Ongoing
Add an interviewing component with a DEI lens for finalists.	Nneka, D & I Team	November	Done and Ongoing

6. Curriculum Review			
IB Coordinators work with D & I team to develop a process to review and diversify the curriculum as needed, decolonize.	Nneka, D&I Team	Ongoing	

7. Establish a Student Social Justice Council run by students with guidance from Faculty Advisors			
Creating a Secondary School Social Justice Council	Nneka, D&I Team, Students	January - March	Complete (2021/2022 school year)

8. Mechanism for Reporting Bias	D&I Team	February to June	In-progress

9. Hire Diversity and Inclusion Coordinator			
Draft job description	Alan	November	Completed
Position approved by D & I Committee and Board	Alan, D & I Committee, Board	November	Completed
Advertise, interviews, and select coordinator	Alan	December	Completed
Adjust job description for 21-22 school year	Alan, D & I Committee	May	

10. Establish Board Diversity and Inclusion Committee	Person(s) Responsible	Timeline	Progress
Board approves ad-hoc Diversity and Inclusion Committee	Board of Trustees	Sept., 2019 and Sept. 2020	Completed
Committee establishes the goal, “everyone heard, valued, and respected.”	Board of Trustees	Sept., 2019	Completed
Committee sets expectation for administration to increase diversity in hiring	Board of Trustees	Nov. 2019	Completed
Board expands committee to include teachers and students	Thiaba	Sept. 2020	Completed