

March 13, 2019

16 Demands for Immediate Long-Term Improvements at ECFS - Memorandum

1. Changes to the Discipline Committee (DC) at Fieldston

The procedures of the Discipline Committee will be completely reworked and revised in the coming year. The members of the Upper School Leadership in concert with other stakeholders will begin this work immediately. They will deliver their proposal at the beginning of the 2019-2020 school year. This proposal will then be reviewed by the student government and faculty. These parties will then have the opportunity to revise the proposal.

2. Student Representation on the ECFS Board

Effective immediately, the Board of Trustees will permanently allocate time in each Board meeting for two student representatives to discuss issues and air grievances. Moreover, the possibility of their election to the Board, as official constituent members or observers, will be discussed in conjunction with outside counsel by June 10, 2019. Every year, one student who has demonstrated a commitment to diversity, equity, inclusion, and social justice will be elected at the end of their sophomore year, serving from the beginning of their junior year until their graduation. *For the first election, one student will be elected at the end of their junior year, serving only from the beginning of their senior year until their graduation.

3. Racial Bias Training

All faculty, staff, and administrators will attend yearly racial bias training from an outside organization such as Courageous Conversations. This will be implemented by the start of the 2019-2020 school year.

4. Hiring More Faculty of Color

More faculty of color will be hired in all departments. This will be accomplished by the start of the 2020-2021 school year.

5. Attrition Data

The administration will provide the community with data on the attrition rates of teachers and administrators of color. This will be accomplished by May 23, 2019.

6. Recruit More Students of Color

The administration will recruit more students of color. In order to reinforce transparency, they will also create a data and action dashboard that will be used to periodically update the community. This

will be accomplished by the start of the 2020-2021 school year. The entire ECFS community will be formally updated on the current percentage of students of color at Fieldston by June 10, 2019. The community will be updated again on September 1, 2019 and again on April 15, 2020. The administration will provide the same reports twice a year.

7. Data on Incidents of Bias on Campus

The school will provide legally acceptable aggregate data on previous disciplinary decisions regarding the use of racial and derogatory slurs including, but not limited to, homophobic, sexist and racist language. It is crucial that there is a public understanding and record of how our school has dealt with such incidents in the past in order to acknowledge how we can better handle them in the future. This will be accomplished by May 23, 2019.

8. High School Diversity Requirements

Fieldston will implement a new diversity requirement, beginning with the Class of 2023, that requires juniors and seniors to take at least one History and one English elective that focuses on the histories and writings of people of marginalized identities. This includes, but is not limited to, African-American Literature, Asian-American Literature, Latin American and Caribbean Literature, Contemporary Black Society, African Studies, Revolución, Queer Literature, and the History of Sexualities in America. This will be accomplished by September 1, 2022.

9. Indigenous History and English Electives

Fieldston will develop and implement indigenous History and English electives and incorporate indigenous history and literature into the mandatory curriculum. Additionally, the problematic nature of how indigenous culture and history is taught at Fieldston Lower and Ethical Culture (e.g., the wearing of headdresses and the teaching of “Native-American chants”) will be examined and changed. This will be accomplished by the Spring Semester of 2020.

10. Mandatory Black Studies Course

A mandatory Black Studies Course will be implemented. However, the structure and timing of this are to be determined. Beginning immediately, steps will be taken towards implementing this requirement. This includes the establishment of a task force by May 1, 2019. This group will decide when and how to implement this requirement. This task force must release a public proposal for implementation by October 1, 2019.

11. Bias Training for Parents

Beginning in the 2020-2021 school year, all newly admitted families will be required to participate in ECFS anti-bias training. These same families will be required to participate in training again

with entrance to each subsequent division. All families who were admitted prior to the 2020-2021 school year are strongly encouraged to participate in ECFS anti-bias training at the start of every school year.

12. Establishing Mandatory Racial “Affinity Groups”

By May 23, 2019 a framework for a curriculum that decenters whiteness and the creation of a space for students of color to share their experiences will be created for Fieldston Lower and Ethical Culture. This curriculum will eventually be implemented in 1st and ending in the 4th grade where such curriculum and affinity groups already exist.

13. End Racial Profiling on Campus

The Safety and Security policies will be revised to prevent racial profiling of students and parents of color. In particular, the lack of procedure for cases when an officer does not recognize a student will be reformed. This gap in policy has led to the continued stopping and harassment of multiple students of color, and this will be addressed by considering new ways to identify those entering campus. The framework for this will be provided by May 23, 2019.

14. The Hiring of an Ombudsperson

Fieldston will hire an independent ombudsperson to allow students and faculty to speak freely to a neutral arbiter without fear of retaliation. This will be accomplished by the start of the 2019-2020 school year.

15. Protection of Faculty for Speaking Out

Effective immediately, faculty will not face any unwarranted retribution for speaking freely in support of students. Fieldston faculty, especially our faculty of color, constantly advise us on academic struggles and social concerns and aid us in navigating life in a predominantly white institution. Most students of color would not still be at Fieldston without the consistent support and advocacy from our teachers and faculty of color. While many of our faculty of color want to support us during times like these, many are limited by valid and legitimate fears of punishment and termination from the administration. Whether directly stated or subtly implied, fear-mongering is unacceptable from an administration that values progressive learning and teachers’ rights. This will be implemented effective immediately.

16. Implement a New Reporting System

The administration has developed and will implement a reporting system for all incidents of bias, bigotry, and racism on campus. All incidents, regardless of physical evidentiary support, will be recorded. Additionally, a policy will be implemented to require the use of this reporting system by faculty and

administration. The framework for this exact policy will be accomplished and presented by April 2, 2019, while the actual reporting system will be in effect by the start of the 2019-2020 school year.

Members of Fieldston’s Board of Trustees, Members of the Administrative Council, and Students of Color Matter have read the sixteen long term demands written by Students of Color Matter. This contract states that all parties agree to these demands.

We, Students of Color Matter, agree to these demands.

Print Name: _____ Signature: _____ Date: _____

Print Name: _____ Signature: _____ Date: _____

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Members of Fieldston’s Board of Trustees, Members of the Administrative Council, and Students of Color Matter have read the sixteen long term demands written by Students of Color Matter. This contract states that all parties agree to these demands.

We, the administration, agree to these demands.

Print Name: _____ Signature: _____ Date: _____

Print Name: _____ Signature: _____ Date: _____

Print Name: _____ Signature: _____ Date: _____

Members of Fieldston’s Board of Trustees, Members of the Administrative Council, and Students of Color Matter have read the sixteen long term demands written by Students of Color Matter. This contract states that all parties agree to these demands.

We, the Board of Trustees, agree to these demands.

Print Name: _____ Signature: _____ Date: _____

Print Name: _____ Signature: _____ Date: _____

Print Name: _____ Signature: _____ Date: _____

Print Name: _____ Signature: _____ Date: _____

Members of Fieldston's Board of Trustees, Members of the Administrative Council, and Students of Color Matter have read the sixteen long term demands written by Students of Color Matter. This contract states that all parties agree to these demands.

I, the mediator, certify that these demands were met in an ethical and collaborative fashion.

Print Name: _____ Signature: _____ Date: _____