

FAQ for the Diversity, Equity & Inclusion Committee

What is the DEI Committee's purpose, and who's on it?

This group works to increase diversity, equity and inclusion in the Golden Valley community by identifying and increasing awareness of needs, and working toward solutions. Our full mission statement can be found on the [DEI tab](#) of the Golden Valley website. The Committee consists of Golden Valley faculty, staff and family members. We welcome all community members, assume good faith and commit to open, compassionate dialog.

What kind of projects do you do?

The group works to clarify, prioritize and meet DEI goals for the community. Some of these projects are completed, while others are ongoing:

- Creating a [Resolution](#) the Board passed in 2022
- Contributing newsletter articles and supporting community members as they share about their own cultures and experiences
- Offering resources, support and training to our faculty, staff and community
- Overseeing the DEI section of the website
- Supporting the schools' multicultural efforts, such as the Journey Around the World Festival
- Reviewing and addressing areas of Waldorf's history that do not align with what our schools seek to manifest
- Completing journey mapping exercises to understand the experiences of our students, families, faculty and staff, and identify strengths and opportunities to improve

Our efforts are guided by the annual community survey, which has indicated a widespread desire to increase diversity among our students, faculty and staff, and to foster an increased sense of safety and belonging for all. We are proud to talk about what we're working on currently. [Just ask!](#)

What do the meetings entail?

They are primarily spent collaborating on open projects, or reviewing work completed offline. Meetings open and close with verses, in the Waldorf tradition, and we follow these ground rules:

- Create a safe environment for discussion and learning.
- Treat as confidential any personal or vulnerable information that is shared.
- Extend courtesy to others.
- Listen without judging others.
- Share challenges openly so that we can learn together and develop better ways of doing things.
- Honor the work that has been completed, and keep the focus on continued progress.
- Be present in the moment!



Does the Committee oversee the work of the faculty and staff?

We do not determine the lessons or curricula offered. We do think that it's important for kids to see themselves reflected in books and stories, plays, puppet shows and other classroom learning, and encourage that. Our faculty and staff are already working hard to make all students feel welcome, and we are here to cheer them on and help answer any calls for support. We trust our teachers and staff members to work toward the best outcomes for students' learning and personal development, and our involvement does not extend to student, class or school incidents.

Is this group political?

We refrain from discussing politics and our efforts are non-partisan. We acknowledge that the topics of diversity, equity and inclusion are, sadly, sometimes politicized. However, it is not political to work to create a space in which every child has the opportunity to learn and thrive, and every family can find community.

When and how do you meet?

For the 2023-24 school year, the DEI Committee meets the first Tuesday of the month via Zoom, from 5:30 - 7:00 pm. There are a few exceptions for school breaks and teacher crunch weeks.

Are you aware that meetings are held at a really busy time of day for families?

We understand. Most of the members are balancing this meeting with the needs of family and supper time. Our commitment to these efforts and to each other makes it work! We're proud that this group not only continued to meet but even created momentum during the pandemic, and that we keep our meetings virtual to ensure access for anyone who wants to attend.