INCLUSION & BELONGING ASSESSMENT
Alumni, Employees, Parents, Parents of Alumni, Students, Trustees

OBJECTIVES
A community-wide assessment that supports the School’s commitment to diversity and inclusive practices.

1. Enhance trust between the School’s aspirations and constituent groups in the greater community.

2. Collect and synthesize thoughts, feelings and emotions as it pertains to connectivity, inclusivity and feeling a sense of belonging in the day-to-day and DEI related initiatives and activities at the School.

3. Provide clarity around themes (e.g., challenges and effective practices, wishes and desires) specific to each constituent group AND those themes that are shared by groups.

4. Provide support to the Head of School and other leaders within the community for ongoing dialogue and follow-up communications in order to continue the momentum, share information and invest the rest of the community in this work.

5. Support the School’s evolving DEI strategy and the team responsible for realizing the mission of community-led progress.

6. Support ritualistic DEI initiatives by planning and implementing sessions that are intentionally generative and engaging.

PHASE 1: DISCOVERY & TIMELINE

- Meet with School’s administrators.
- Evaluate resources, design timeline and mark the calendar with specific dates for execution of the various phases.
PHASE 2: COLLECT INFORMATION

Collect and synthesize information from the School community using the following methods:

• Pollyanna facilitators run one or two on-site focus groups per constituent (Alumni, Employees, Parents, Parents of Alumni, Students and Trustees). Focus groups provide a safe space for sharing personal experiences, storytelling and creating trust. It’s also a space to facilitate respectful dialogue across differences of perspective.

• As a follow-up to the focus groups, Pollyanna will design a customized on-line survey for all constituents using the findings from the focus groups. The survey will respect confidentiality and echo the voices heard in the focus groups demonstrating a desire for action, accountability and acknowledgement.

• Pollyanna will offer a few one-on-one interviews for members of the community identified that can offer deep perspectives and insight.

PHASE 3: DEEP SYNTHESIS AND DEVELOPMENT OF A REPORT WITH RECOMMENDATIONS

Pollyanna will examine and evaluate with great depth the information collected, accurately organize findings, and will present a clear and concise report assessing inclusion and belonging at the School. The report will:

• Review general findings.

• Identify and prioritize prominent themes by constituent group.

• Identify and connect overlapping and correlating themes.

• Identify long and short-term initiatives addressing prominent themes.

• Identify actionable items.

• Identify areas for recommendations for next steps by constituent group and the community as a whole.

• Provide a framework and recommendations to the Head of School.

For more information, please contact Claire Hannan-Radomisli at clairehr.pollyanna@gmail.com.