

DIVERSITY, EQUITY & INCLUSION

Compassion, Integrity and Excellence



NATIVE AMERICAN *heritage month*

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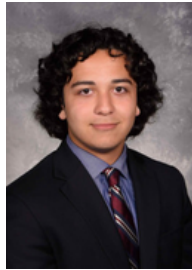
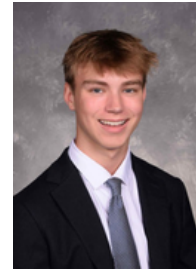
DIVERSITY SPOTLIGHT



CeCe Payne was born and raised in NY. She attended Rye Country Day School where she thrived both athletically and academically. CeCe played basketball and softball, and she also played soccer year-round, winning three state championships as a starting goalkeeper for Beachside SC. With this team, she eventually traveled all the way to Sweden to compete in the Gothia Cup ("The World Youth Cup"). CeCe spent her last two years of high school heavily involved with student government, ending her time at RCDS as Student Body President. Following Rye, CeCe attended Wesleyan University where she triple-majored in African-American Studies, American Studies, and Feminist, Gender & Sexuality Studies. After graduating from Wesleyan in 2021, CeCe was named the Wesleyan Ford Fellow where she directed the university's Writing Workshop. In addition to teaching English at WRA, CeCe works as the student coordinator for the history-based podcast UnTextbooked.

Welcoming New DEI Committee Members!

The Student DEI Committee



Depicted from left to right: Matthew Hernandez '23, Skye Graham '23, NyAshia Gooden-Clark '24, Peter McGinnes '24; Celine Omega '24, Rojuahn Pakdel '24, Arlette Correra '24

A Glimpse at Student DEI Committee Training



In these photos, our leaders are engaged in an activity that requires them to develop their communication skills. One student has an image that they must describe to their partner while their partner attempts to recreate the image being described. During this session new members were introduced and officially welcomed to the committee. A majority of our time was spent going over the plan and their role in new student orientation.



Launching The School Year

New Student Orientation



We launched the school year with an energetic New Student Orientation. To communicate the importance of identity, community and belonging to our new pioneers, the DEI Office - with the support of the Student DEI Committee - led new students through several identity-based activities. Starting with Human Bingo, students were tasked with finding people who had an experience that corresponded to their bingo sheet, providing a visual representation of the diversity present in the room. During the second activity, "Balloon Mayhem," students wrote an identity important to them on a balloon and were challenged with protecting their identity amongst the chaos of others doing the same. This activity was meant symbolize the exciting and somewhat chaotic journey of identity exploration ahead of them while at WRA.



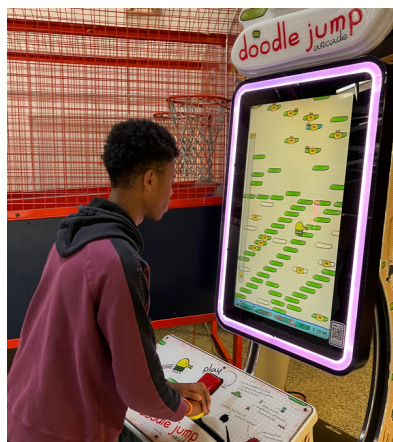
SOC Dessert Social



On Sunday, September 11th, the DEI Office hosted our annual Student of Color (SOC) Dessert Social. The evening was filled with a variety of games, delicious desserts and laughter. It was a great way to get to know new students of color and connect them to other students and faculty of color in the community. We are so grateful to the dining hall staff that helped provide and set up the the desserts as well as the faculty of color that made time to come out and support this event.

Fun N' Stuff

On Sunday, October 16th, the DEI Office offered a trip to Fun N' Stuff for students and faculty of color. The outing was full of roller skating, go-kart racing and some friendly hoops competitions. Below are some of the photos from that outing.



Affinity Groups

Club Expo



Desi Club



Caribbean Club



Black Student Union

There was strong representation of various affinity groups at this year's club expo. The number of sign-ups reinvigorated many of the groups and got everyone excited about the year. We also had the debut of a new group, the Caribbean Club!

Desi Club Celebrates Diwali



This year's Diwali took place on Monday, October 24th and was celebrated by the WRA community on Saturday, November 5th. The Desi Club hosted a Diwali Green Key that was filled with music, Bollywood movies, free Henna tattoos, sparklers and lots of delicious food. Diwali, or the Festival of Lights, is traditionally a 5-day celebration that commemorates the triumph of good over evil. Celebrations typically include food, fireworks, colored sand, candles and lamps. Special shout out to the Desi Club and its leaders for bringing this amazing event to our community and a huge thank you to the club's faculty advisors, Sasha Maseelall and Neil Mittal, for all of their hard work in making it all happen.

Affinity Groups

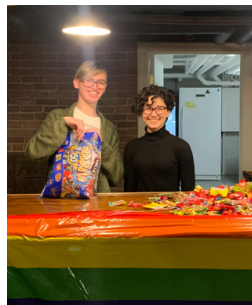
Latinos Unidos Green Key



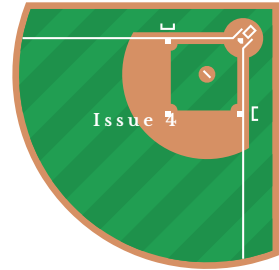
On Friday, September 30th Latinos Unidos hosted their first Green Key event of the year in honor of Hispanic Heritage month. With the help of their wonderful faculty advisor, Wanda Boesch, the affinity group leaders Maya Baumann '23, Rebecca Rubiano '23 and Jarissa Molina '23 brought delicious traditional Latinx food to some eager members. The Green Key was filled with the smell of empanadillas, platanos, rice and beans, and more. Many students left with a full stomach and a big smile!



The GSA Cabaret



The Gender Sexuality Alliance (GSA) hosted their first cabaret of the year this past Saturday, Nov. 12th. The Green Key was donned with colorful decorations and a variety of rainbow snacks for guests to enjoy. Karaoke was the main source of entertainment as students proudly paid homage to legendary artists such as David Bowie, Britney Spears, ABBA, Madonna, Lady Gaga, Amy Winehouse and A LOT of Taylor Swift. It was a warm and heartfelt evening of friendship and laughter.



Guest Speaker



Matthew Grimes



On the evening of Thursday, November 17th, Matt Grimes, Head of Diversity, Equity and Inclusion for the Cleveland Guardians, gave an engaging presentation to the community about his work within the organization. He began the event with a land acknowledgement to recognize Indigenous Peoples who are the original stewards of the Northeast Ohio land and went on to share his personal journey to DEI work and baseball. However, the main focus of his presentation involved explaining the process the organization underwent to change their name from the Cleveland Indians to the Cleveland Guardians.

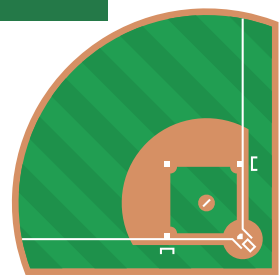
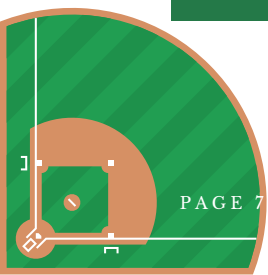
Grimes shared the Guardians' mission, "to unite and inspire" which ultimately became their call to action following the George Floyd murder and protests. He explained how the organization's desire to unite the Cleveland community ultimately conflicted with the divisive nature of their team's now former name.

We are so grateful to Matt Grimes for sharing the Guardians' journey to creating a more just and inclusive community with us and role modeling to our students the importance of taking a firm stance in what is right even if there is some resistance.

Photos from the Evening



The students had several great questions for Grimes at the end of his presentation and some students even stayed behind after the event to talk to Grimes one-on-one.



PROFESSIONAL DEVELOPMENT

PD Review:

The Identity Conscious Educator



Liza A. Talusan

Dr. Liza Talusan's thought-provoking work, *The Identity-Conscious Educator* helps guide educators through reflection exercises to help them build the habits and skills to work towards more inclusive schools and classrooms. The WRA faculty read the book as part of their summer reading and will continue to engage the text throughout the schoolyear during faculty meetings - ultimately working with Dr. Talusan during faculty in-service days on Jan. 5, 2023. We are looking forward to engaging directly with Dr. Talusan!

- [Dr. Liza A. Talusan's | Website](#)
- [Identity Talk for Educators | Interview with Dr. Talusan](#)
- [Nine Podcast Episodes featuring Dr. Liza Talusan](#)

James Published an Article!

Our very own Dr. James Greenwood recently had an article published in the Fall 2022 issue of Independent School Magazine! Check out the piece linked below!



- [Leadership Lessons: How Heads Must Address the Challenges DEI Practitioners Experience Today | Article](#)

Faculty Retention



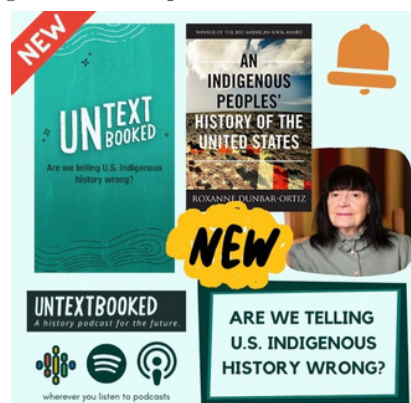
Educating students has always been rewarding yet demanding work. It has undeniably been even more complex the last few years as we have grappled with unprecedented global challenges.

While much attention has appropriately been placed on students, it is also important to think about how we can best support educators through these challenging times. Below are resources to guide our thinking on this important topic:

- [Mental Health: How and Why Burnout Among Those Who Support Many Others Must Be Addressed | NAIS Webinar](#)
- [Rethinking Resilience: Does the Concept of Pushing Through Actually Hinder Growth | Article](#)
- ["Race-lighting" Race based Gaslighting in Schools | Video](#)
- [Teacher Retention: A Teacher's Perspective on Keeping Colleagues | Article](#)
- [The Future of Schools as Desirable Workplaces | Podcast](#)

Spotlight Resource:

UnTextbooked: Are we telling U.S. Indigenous history wrong? Listen to this episode [here](#).



OBSERVANCES

**Rosh Hashanah**

September 25 - 27, 2022



Rosh Hashanah, the Jewish New Year, is one of Judaism's holiest days. Meaning "head of the year" or "first of the year," the festival begins on the first day of Tishrei, the seventh month of the Hebrew calendar, which falls during September or October. Rosh Hashanah commemorates the creation of the world and marks the beginning of the Days of Awe, a 10-day period of introspection and repentance that culminates in the Yom Kippur holiday, also known as the Day of Atonement. Rosh Hashanah and Yom Kippur are the two "High Holy Days" in the Jewish religion.

**Yom Kippur**

October 4-5, 2022




Yom Kippur—the Day of Atonement—is considered the most important holiday in the Jewish faith. Falling in the month of Tishrei (September or October in the Gregorian calendar), it marks the culmination of the 10 Days of Awe, a period of introspection and repentance that follows Rosh Hashanah, the Jewish New Year. According to tradition, it is on Yom Kippur that God decides each person's fate, so Jews are encouraged to make amends and ask forgiveness for sins committed during the past year. The holiday is observed with a 25-hour fast and a special religious service.



Hispanic Heritage Month

September 25 - 27, 2022

Hispanic Heritage Month is designated as a time to recognize and celebrate the many contributions, diverse cultures, and extensive histories of the American Latinx community. The observation of Hispanic Heritage Month started in 1968 as Hispanic Heritage Week under Lyndon B. Johnson but was later expanded by President Ronald Regan in 1988. Since then, Hispanic Heritage Month has been celebrated nationwide through festivals, art shows, conferences, community gatherings, and so much more. This year's theme was "Unidos: Inclusivity for a Stronger Nation."



O B S E R V A N C E S

LGBTQ History Month

October 2022



LGBTQ+ History Month has been commemorated every October since 1994. The observance was first proposed by a Missouri high school teacher, Rodney Wilson, who believed that a month should be dedicated to the recognition, exploration, and celebration of the achievements and contributions of gay, lesbian, bisexual, and transgender people in American history. He gathered other teachers and community leaders who ultimately decided on October because it coincided with the School year and because other notable dates, like National Coming Out Day (October 11) occur that month.

When the observance was started, it mainly served as a call to action for the movement and its prosperity. But over the years, LGBTQ+ History Month has evolved into a national collaborative effort to bring extraordinary figures from the LGBTQ+ community into the spotlight.

**Dia De Los Muertos**

November 1 - November 2



El Día de los Muertos (The Day of the Dead), is a Mexican holiday where families welcome back the souls of their deceased relatives for a brief reunion that includes food, drink and celebration. The roots of the Day of the Dead go back some 3,000 years, to the rituals honoring the dead in pre-Columbian Mesoamerica. The holiday consists of a blend of Mesoamerican rituals, European religion and Spanish culture, and is celebrated each year from October 31-November 2. This year, Wanda Boesch provided the community with sweet bread and hot chocolate in the Wilson Reading Room as is customarily eaten to celebrate the holiday.

OBSERVANCES

Native American Heritage Month

November 2022

Native American Heritage month is a time designated to celebrate and honor Indigenous peoples of the past and present.

This year, Elliot Zeter's Native Americans Voices class has been amplifying the voices of Native American poets in a way that is authentic and respectful to the creator and their intended messages. During morning meetings in November, students have shared poetry with the community and introduced the poet to Reserve. But, rather than read the poem themselves, the student plays an audio clip of the poet reading their own poem as an intentional way of bringing an Indigenous person's voice into the chapel. Below is a poem shared by Sara Jones '23 on Tuesday, November 8th.



nila northSun

nila northSun is a Native American poet and tribal historian. She was born in Scurz, Nevada to a Shoshone mother and a Chippewa father, and is a graduate of the University of Montana-Missoula. northSun has published several works of poetry, including *Love at Gunpoint* and *A snake in her mouth: poems 1974–96*, and wrote the non-fiction tribal history of the Fallon Paiute-Shoshone, *After the Drying Up of the Water*.

i gotta be Indian tomorrow

i came back to Nevada
because somebody decided
they needed a native american
on their radio show
& i came to mind
i'm flattered
& my ego drove me
200 miles over snow packed mountains
but now
before the interview/reading
i'm panicked
i haven't written an "Indian poem"
in a long time
maybe only 1 out of 100 poems
even touch my tribal-ness
they think just because
i am native
means anything
i write somehow is rooted
in native-ness
but in flipping the pages of
my 3 ring binder
i find nothing mentioning
mother earth or feathers or reservations
even though
i stand on mother earth
& my rearview mirror has
an eagle feather tied to it
& after the interview
i'll be going back to the reservation
to see my family

is that indian enough
for them? i don't know
i guess it will have to be
tomorrow
i'll think deeper
about being indian.