

DEI Faculty Sessions (20-21)

Systemic Racism: its Faces and Implications | October 14

The term systemic racism is often misunderstood. During this session we will explore what systemic racism looks like nationally and locally. We will explore and discuss issues as broad as the fact that only 2 of the top 14 music executives are people of color; while only 1 of the 14 is a woman, to urban gardens in Philadelphia helping it become less of a food desert.

Factuality: A Game of Experiences | November 10

Factuality is a game that provides a crash course on systemic inequality in America. The game is a facilitated dialogue, and interactive experience, that simulates structural inequality, in America. Participants assume different identities, encountering a series of fact-based advantages & limitations based on the intersection of their race, class, gender, faith, sexual orientation, age, and ability.

Algorithm Bias | December 8

Algorithm bias is the lack of fairness that emerges from the output of a computer system. In collaboration with the Computer Science department this session will discuss algorithm bias, how to be mindful of it and curb the impact.

Student of Color Experience | January 13

This year we have committed to actively creating systemic change in order to make all of our students truly have the EA experience. This session provides an opportunity for us to hear from our students experience and gain insight into their view of how progress is going.

Gender Dynamics and Casual Sexism | February 9

Are there certain messages that are given to students based on their gender identity? What can be done to recognize and speak out against sexism? Do students feel pressure to fit into certain boxes? Discuss these questions and more during this session.

Welcome to Wakanda | March 9

From film, television, literature, fashion, and music. We'll explore how much representation matters and the impact of non-White popular culture.

Inclusivity in the Curriculum | April 27

As we approach the end of the school year, let's look back at positive changes that have brought more voices to light. Think about how you can continue this progress next school year. Let's come together and discuss the progress and areas of growth in our curricula as we challenge ourselves to make learning at EA more and more inclusion.

DEI Faculty Sessions (2019-20)

Allyship & Interruption | October 15

At our core as educators we are working to be allies for our students. This session will focus on Allyship, what that means and how to be a successful ally. In doing so we will provide some tricks and tools to be the best ally in life and how to interrupt inequality/oppression in the moment.

The New York Times 1619 Project | November 5

Deep dive into the 1619 Project to explore slavery and the ramifications still felt to this day by families of color. Explore how to thoughtfully incorporate some of the material into the classroom.

POCC Faculty Sharing Session | January 23

Faculty and staff who attended PoCC will share some of what they gained from their experience at the conference; we will share on specific topics and workshops they attended after the conference.

Student of Color Panel | February 4

An opportunity for us to learn from our students, this will be a facilitated conversation in which a panel of students will speak about some of their experiences at EA.

Privilege | February 25

Privilege is an advantage; actually, it's more the lack of disadvantage endowed for having certain characteristics. Together, we will unpack the realities and dynamics of privilege. We'll work together to consider best practices to acknowledge and expand our skills in understanding privilege.

Gender Dynamics at EA | April 7

Are there certain messages we give to our male or female students? Do our students face pressure to be inside a certain box? Join the discussion about our gender dynamics at EA.

Global Citizenship | April 28

We know that our students' lives will require a level of globally-mindedness that far exceeds any previous generation, but how do we ensure that we're preparing them for this future? In this session, we will work collectively to foster more inclusive, global learning experiences.

DEI Faculty Sessions (2018-19)**LGBTQ+ | October 23 (National Coming Out Day - 10/11)**

An opportunity to learn about the LGBTQ community, issues that they face both in and out of school, and learn some common (and less common) vocabulary.

Microaggressions/Implicit Bias | November 13

Learn about microaggressions and figure out how to recognize them in hopes of preventing/addressing them in the future. Also, becoming aware of implicit biases.

POCC Faculty Sharing Session | January 22

(Students present to full US faculty)

Staff who attended People of Color Conference (PoCC) will speak about their experience at the conference and share information from one or two of the most impactful workshop they attended. Additionally, students who attended Student Diversity Leadership Conference (SDLC) will speak about their experience at the conference during part of faculty meetings.

Audit of Space | February 5

We will come together as a group to look over each other's spaces and make a more inclusive classroom in real time.

Transgender and Gender Nonconforming | February 26

Gain insight on sex, gender, and pronouns. This is an opportunity to gather information and ask questions you have about a topic that is often misunderstood.

Student of Color Experience | April 9

Specific students speak openly and candidly about their experience at EA.

Teaching for Global Citizenship | April 30

Work collectively to create a more inclusive curriculum that will provide your future classes with a more worldly view.