

September 9, 2020: DEI Committee Meeting Update

Dear Fenwick Committee,

The DEI Committee established a regular meeting schedule--the second Wednesday of every month.

Several highly intelligent, passionate individuals with a strong affinity to Fenwick have joined the committee.

The list of committee members is as follows:

- Ariel Barr '19
- John Barron '76
- Quiwana Bell '96
- Mike Black '09
- Sharon Bolden
- Marty Bracco '76
- Anthony Caputo '14
- Peter Durkin '03 *ex-officio*
- Cory Foster
- John Heiberger '88
- Peter Groom
- Kathy Kelleher
- Cairo Lewis '13
- Issy Marquez '15
- Shafondra Matthews '01, Chair
- Garry Mitchell '09
- Raymond Moland '96
- Igho Oraka '03
- Alice Owolabi '09
- Fr. Richard Peddicord
- Wallace Pendleton III '05
- Roberto Sepúlveda '93 Vice-Chair
- Blake Sercye '05
- Theresa Steinmeyer '12
- Michelle Villegas '11
- Mary Visteen
- Shana Wang

Each subcommittee met and discussed plans and initiatives to focus on:

- **Admissions and Financial Aid:** Supporting students throughout all four years at Fenwick and building equity into the admissions process
- **Community Service:** Reviewing language of The Christian Service Project and creating supportive education around service
- **Cultural Inclusion and Training:** Obtaining resources and researching organizations to provide training to faculty, administration and students
- **Curriculum:** Conducting a needs assessment and diversifying curriculum in all disciplines
- **Student, Faculty, Staff Recruitment:** Reducing bias via training and reviewing the entire admissions and recruitment processes
- **Policy and Governing Practices:** Reviewing current policies and procedures and recommending appropriate updates

These initiatives are in the beginning stages of development. Each subcommittee will continue to explore innovative ideas and provide formal recommendations to the Board.