



January 22, 2021

To the Webb Community,

We are writing to you today to share major highlights on the diversity, equity and inclusion initiatives currently underway in the Webb community. First, we want to thank everyone who participated in our DEI Survey conducted in partnership with The Glasgow Group. We saw strong participation from students, parents, faculty, staff and alumni, and we are beginning the next phase of this assessment work, which will include a series of focus groups.

Also over the fall and winter, we completed our community read of author and historian Ibram X. Kendi's book *How to Be an Antiracist*. The program opened up a robust community dialogue and provided for a shared understanding around the themes of racism and social justice. The culmination of our read took place this past week with our Honor Symposium. On January 17 in Sunday Chapel we had an address by Kahlil Green from Yale University. Greene is the first Black student body president in Yale's history, a Kerry Fellow, and a national speaker and advocate for activism. The Honor Symposium continued with workshops led by the Honor Committee and Cabinet and an alumni panel.

This February, our ongoing effort to attract, serve and retain faculty, staff and administrators from underrepresented groups working in independent schools continues with our participation in the Southern California Diversity Recruiting Fair on Saturday, February 20, 2021. Webb is a founding school of this annual program. Please help us in these efforts by sharing information about this fair with your networks. In addition, Webb is partnering with the national diversity recruitment and consulting firm NEMNET Minority Recruiting to reach a greater number of diverse and talented teaching applicants. This partnership has already enhanced our recruitment practices, something that will continue to be reviewed in a hiring and retention audit starting with The Glasgow Group this month.

This fall, Webb's Board of Trustees created a permanent standing committee for diversity, equity and inclusion. The committee will provide the focused leadership required to unify our community-wide efforts and amplify their impact. The Alumni Council has also formed a sub-committee to serve as an important force in moving Webb forward. They will play a critical role in both community outreach and looking at our past.

If you are interested in more details about any of this work, please feel free to reach out to us. We look forward to sharing another update in early spring.

Sincerely,

Taylor B. Stockdale
Head of Schools

Dr. Theresa Smith
Associate Head of Schools