THE
NATIONAL HARBOR, MD
2013
DECEMBER 5–7

CONFERENCE PROGRAM

Gaylord National Resort and Convention Center

20th NAIS Student Diversity Leadership Conference

THE CAPITAL’S MOSAIC

Independent School Leaders Building an Interconnected World

26th NAIS People of Color Conference

New mobile-friendly website at pocc.nais.org

#PoCC13 | #SDLC13

Capitalizing on Our United State

FORESIGHT IS 20|20

CONFERENCE PROGRAM

#PoCC13 | #SDLC13

New mobile-friendly website at pocc.nais.org
STAY CONNECTED!

TWITTER
Follow and contribute to the conversation. Use hashtags #PoCC13 and #SDLC13.

POCC MOBILE APP
Download the PoCC 2013 app at pocc.nais.org to:

- read workshop descriptions,
- keep your events organized in one place,
- receive important announcements, and
- connect with your colleagues at the conference.

Use the App on your iPad, iPhone, Android, Blackberry, or other web browser-enabled phone.

POCC BLOGGERS
Follow the 2013 PoCC Bloggers as they share their conference experiences. Link to their blogs from pocc.nais.org.

This year’s bloggers are:

NAKEIHA PRIMUS
Form II English Teacher, The Haverford School (PA)

ARI PINKUS
Associate Editor of Publications, NAIS (DC)

JASON GORDON
Co-Founder, Make The Reach
PoCC/SDLC OPENING CEREMONY SPEAKER
DANIEL HERNANDEZ, JR.
FORMER INTERN FOR CONGRESSWOMAN GABRIELLE GIFFORDS
THURSDAY, DECEMBER 5
8:00 – 9:15 AM
Potomac Ballroom

PoCC/SDLC CLOSING CEREMONY SPEAKER
MICHEL MARTIN
HOST OF NATIONAL PUBLIC RADIO’S TELL ME MORE
SATURDAY, DECEMBER 7
11:30 – 1:00 PM
Potomac Ballroom

PoCC FEATURED SPEAKER
TAK TOYOSHIMA
ARTIST AND CREATOR OF THE COMIC STRIP “SECRET ASIAN MAN”
THURSDAY, DECEMBER 5
3:45 – 5:00 PM
Woodrow Wilson A

PoCC FEATURED SPEAKER/SDLC KEYNOTE
STACEYANN CHIN
SPOKEN WORD POET, PERFORMING ARTIST, AND LGBT RIGHTS ACTIVIST
FRIDAY, DECEMBER 6
8:30 – 9:30 AM (SDLC)
3:00 – 4:15 PM (POCC)
Woodrow Wilson A

PoCC FEATURED SPEAKER
ALINA FERNÁNDEZ
AUTHOR OF CASTRO’S DAUGHTER: AN EXILE’S MEMOIR OF CUBA AND RADIO HOST
THURSDAY, DECEMBER 5
10:00 – 11:15 AM
Woodrow Wilson A

PoCC GENERAL SESSION SPEAKER
JUNOT DÍAZ
PULITZER PRIZE WINNER AND MIT CREATIVE WRITING PROFESSOR
THURSDAY, DECEMBER 5
5:30 – 6:30 PM
Potomac Ballroom

PoCC GENERAL SESSION SPEAKER
MARISA RICHMOND
PROFESSOR AND ACTIVIST FOR TRANSGENDER AND CIVIL RIGHTS
FRIDAY, DECEMBER 6
8:00 – 9:00 AM
Potomac Ballroom

Welcome! Last year, the 25th anniversary of the PoCC offered attendees an opportunity to reflect on the journey of people of color in independent schools. Many of you shared stories of how far we’ve come, of what you’ve gained from this experience personally and professionally, and of your hopes for the direction we will move toward in the future.

This year, let’s build on that momentum.

The purpose of the PoCC is to assist participants in advancing equity and justice in their school communities through a focused exploration of racial and ethnic identity. In November 2006, the NAIS board reaffirmed the PoCC’s historic mission by stating: “PoCC should be designed for people of color as it relates to their roles in independent schools. Its programming should include offerings that support people of color as they pursue strategies for success and leadership.” The unique context for this conference is one in which people of color can be fortified and renewed as they network with allies as well.

Our location in National Harbor, Maryland, places us at the intersection of Maryland, Virginia, and Washington, DC. Each of these locations is filled with its own rich cultural history that can root and inspire us; and each is the site of tremendous present-day innovation and influence that can serve as catalysts for our work to build inclusive school communities.

Moreover Maryland, Virginia, and DC also provide a mosaic of faces and neighborhoods that reflect our interconnected world. Against a backdrop of monuments and memorials commemorating individuals and groups, from war veterans to Rev. Dr. Martin Luther King, Jr., this region reminds us of heroes who have moved our country forward, and how our work helps shape the future for thousands of children and schools in NAIS.

On a personal note, for both of us, this will be our first year attending PoCC as employees of NAIS. We are excited about the opportunities our new positions bring, and look forward to learning from you as we work to help you and your schools. Especially in this year of transition, we are so fortunate to have a hard-working and motivated group of leaders on the PoCC Local Committee and SDLC Leadership Team. We will build on the strong foundation set by the NAIS staff as well as the incredible volunteer force of years past.

JOHN CHUBB
President

CAROLINE BLACKWELL
Vice President for Equity and Justice

John E. Chubb became president of NAIS on July 1. Prior to joining NAIS, Chubb was interim CEO of Education Sector, a nonprofit think tank, and a founder and CEO of Leeds Global Partners, an international education services and consulting firm. He also co-founded Edison Learning, Inc., a pioneering education management organization.

Caroline Blackwell joined NAIS on September 3. Formerly the executive director of the Metro Human Relations Commission in Nashville, Tennessee, and director of multicultural affairs for the University School of Nashville, Caroline is the lead facilitator for the Diversity Leadership Institute and past chair of PoCC.
It is with great pride and excitement that we as the PoCC Local Committee welcome you to the Washington DC area.

You may immediately think of the DC area as the center of American politics; however, this region offers a kaleidoscope of different cultural perspectives and ideologies—all of the things that make our community so multifaceted. We have a diverse population of people and we also benefit from a growing international population thanks to the area’s technology corridor, educational institutions, and financial institutions like the World Bank and International Monetary Fund (IMF). Residents of the DC area come from all corners of the globe and from all walks of life. This region has a cosmopolitan feel but there is also a good combination of the old and the new. DC, Maryland, and Virginia are so interconnected that we lovingly call this area the DMV.

Washington DC, as the nation’s capital, offers conference participants the opportunity to visit monuments and museums that highlight leadership and the multicultural history of our nation. A trip around the city is a walk through our nation’s history: from Washington and Jefferson, to Lincoln and Martin Luther King, Jr., the progression from early republic to modern nation is evident in the city. Monuments commemorate the famous as well as the unsung heroes of a nation that has helped to preserve and disseminate democracy and human rights around the world. We are a nation of many peoples, and our conference this year is intended to make us all aware of the richness in our diversity and how we can celebrate and take pride in the fact that every individual is part of building a strong nation.

This year’s conference theme taps into Washington DC’s diverse character, abundant resources, and complex cultural history. With the theme “The Capital’s Mosaic,” we hope that you find a multitude of different experiences to take back to your community. We, your local committee hosts, invite you to join us in launching the next 26 years of the People of Color Conference. This conference would not be possible without the support of the heads of school who encouraged our efforts in organizing this year’s conference. We would also like to also thank the local committee members for their dedicated enthusiasm in working with us to create a memorable conference experience. We hope you all enjoy the conference. Welcome to the DMV!

TIFFANY BRIDGEWATER  
Lower School Head, Norwood School (MD)

PILAR CABEZA DE VACA  
Head of School, Madeira School (VA)

CHRIS LEVY  
Dean of Academic Life, Georgetown Day School (DC)

LISSETTE OSORIO-BLADUELL  
Learning and Reading Specialist, Beauvoir (DC)
<table>
<thead>
<tr>
<th>Time</th>
<th>PoCC</th>
<th>WEDNESDAY DECEMBER 4</th>
<th>THURSDAY DECEMBER 5</th>
<th>FRIDAY DECEMBER 6</th>
<th>SATURDAY DECEMBER 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 AM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:00 AM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:00 AM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11:00 AM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Purchased ticket required

Program subject to change.

- **Buses will pick up from the Maryland Bus Loop.**

---

**Program highlights:**

- **SDLC Chaperone Orientation Session III (choose one)** 7:00 – 7:45 AM, Chesapeake A & B
- **PoCC/SDLC Opening Ceremonies with Daniel Hernandez** 8:00 – 9:15 AM, Potomac Ballroom
- **PoCC General Session with Marisa Richmond** 8:00 – 9:00 AM, Potomac Ballroom
- **PoCC/SDLC Closing Ceremonies with Michel Martin** 11:30 AM – 1:00 PM, Potomac Ballroom
- **Choir Rehearsal** 7:00 – 8:00 AM, Potomac Ballroom
- **Affinity Group Session 1** 1:15 – 3:15 PM, See page 20 for affinity group locations
- **State/Regional Meetings** 1:30 – 2:30 PM, See page 28 for meeting locations
- **Film Screening, American Promise** 11:30 AM – 1:00 PM, Woodrow Wilson A
- **Film Screening, Prep School Negro** 11:45 AM – 1:15 PM, Woodrow Wilson A
- **DLI Reception** 11:45 AM – 1:15 PM, Potomac Ballroom Foyer
- **PoCC/SDLC Opening Ceremonies with Daniel Hernandez** 8:00 – 9:15 AM, Potomac Ballroom
- **PoCC Newcomer Orientation** 7:00 – 8:00 PM, National Harbor 2
- **SDLC Chaperone Orientation II (choose one)** 9:15 – 10:00 PM, National Harbor 3
- **.funcnicos con la comunidad, Limpieza del Mundo** 1:00 – 3:00 PM, Chesapeake A - C
- **PoCC Affinity Group Training** 1:00 – 5:00 PM, Chesapeake 5 & 6
- **Community Service Project, Clean the World** 1:00 – 3:00 PM, Chesapeake A - C
- **Leadership Seminar** 9:00 AM – 5:00 PM, Chesapeake 7 - 9
- **Book Signing with Daniel Hernandez and Networking Coffee Break** 9:15 – 10:00 AM, Potomac Ballroom Foyer
- **Workshop Session A with Featured Speaker Alina Fernandez** 10:00 – 11:15 AM, See page 15 for workshop locations
- **Affinity Group Session 2** 9:45 – 11:45 AM, See page 26 for affinity group locations
- **PoCC General Session with Staceyann Chin** 4:15 – 4:45 PM, Potomac Ballroom Foyer
- **Affinity Group Session 3** 4:30 – 5:45 PM, See page 33 for affinity group locations
- **PoCC/SDLC Opening Ceremonies with Daniel Hernandez** 8:00 – 9:15 AM, Potomac Ballroom
- **Student-Led Adult/Student Dialogues (by region/state)** 9:30 – 11:00 AM, See page 35 for locations
- **PoCC/SDLC Closing Ceremonies with Michel Martin** 11:30 AM – 1:00 PM, Potomac Ballroom
- **SDLC Chaperone Orientation I (choose one)** 6:00 – 6:45 PM, National Harbor 3
- **SDLC Chaperone Orientation Session III (choose one)** 7:00 – 7:45 AM, Chesapeake A & B
- **PoCC/SDLC Opening Ceremonies with Daniel Hernandez** 8:00 – 9:15 AM, Potomac Ballroom
- **PoCC General Session with Marisa Richmond** 8:00 – 9:00 AM, Potomac Ballroom
- **PoCC/SDLC Closing Ceremonies with Michel Martin** 11:30 AM – 1:00 PM, Potomac Ballroom
- **Film Screening, Prep School Negro** 11:45 AM – 1:15 PM, Woodrow Wilson A
- **DLI Reception** 11:45 AM – 1:15 PM, Potomac Ballroom Foyer
- **Choir Rehearsal** 12:00 – 1:00 PM, Potomac Ballroom
- **State/Regional Meetings** 1:30 – 2:30 PM, See page 28 for meeting locations
- **Workshop Session B with Featured Speaker Tak Toyoshima** 3:45 – 5:00 PM, See page 20 for workshop locations
- **PoCC General Session with Junot Diaz** 5:30 – 6:30 PM, Potomac Ballroom
- **PoCC/SDLC Opening Ceremonies with Daniel Hernandez** 8:00 – 9:15 AM, Potomac Ballroom
- **PoCC/SDLC Closing Ceremonies with Michel Martin** 11:30 AM – 1:00 PM, Potomac Ballroom
- **Film Screening, American Promise** 11:30 AM – 1:00 PM, Woodrow Wilson A
- **Choir Rehearsal** 12:00 – 1:00 PM, Potomac Ballroom
- **State/Regional Meetings** 1:30 – 2:30 PM, See page 28 for meeting locations
- **Book Signing with Daniel Hernandez** 9:15 – 10:00 AM, Potomac Ballroom Foyer
- **Affinity Group Session 2** 9:45 – 11:45 AM, See page 26 for affinity group locations
- **PoCC/SDLC Opening Ceremonies with Daniel Hernandez** 8:00 – 9:15 AM, Potomac Ballroom
- **PoCC/SDLC Closing Ceremonies with Michel Martin** 11:30 AM – 1:00 PM, Potomac Ballroom
- **Film Screening, Prep School Negro** 11:45 AM – 1:15 PM, Woodrow Wilson A
- **DLI Reception** 11:45 AM – 1:15 PM, Potomac Ballroom Foyer
- **Choir Rehearsal** 12:00 – 1:00 PM, Potomac Ballroom
- **State/Regional Meetings** 1:30 – 2:30 PM, See page 28 for meeting locations
- **Book Signing with Tak Toyoshima** 4:00 – 4:15 PM, Potomac Ballroom Foyer
- **Affinity Group Session 3** 4:30 – 5:45 PM, See page 33 for affinity group locations
- **PoCC/SDLC Closing Ceremonies with Michel Martin** 11:30 AM – 1:00 PM, Potomac Ballroom
- **Film Screening, American Promise** 11:30 AM – 1:00 PM, Woodrow Wilson A
- **Choir Rehearsal** 12:00 – 1:00 PM, Potomac Ballroom
- **State/Regional Meetings** 1:30 – 2:30 PM, See page 28 for meeting locations
- **Book Signing with Tak Toyoshima** 4:00 – 4:15 PM, Potomac Ballroom Foyer
- **Affinity Group Session 3** 4:30 – 5:45 PM, See page 33 for affinity group locations
- **PoCC/SDLC Closing Ceremonies with Michel Martin** 11:30 AM – 1:00 PM, Potomac Ballroom

---

*GLBT Reception 7:00 – 8:00 PM, Chesapeake A - C*
<table>
<thead>
<tr>
<th>Time</th>
<th>Wednesday 4 December</th>
<th>Thursday 5 December</th>
<th>Friday 6 December</th>
<th>Saturday 7 December</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 AM</td>
<td></td>
<td>Peer Facilitator Training for Wednesday Night</td>
<td>Breakfast with Chaperones</td>
<td>Breakfast with Chaperones</td>
</tr>
<tr>
<td>9:00 AM</td>
<td>School Visits* 9:00 AM – 1:00 PM</td>
<td>PoCC/SDLC Opening Ceremonies with Daniel Hernandez 8:00 – 9:15 AM, Potomac Ballroom</td>
<td>Morning Clearing 8:00 – 8:15 AM</td>
<td>Affinity Group Session 4 (Adult/Student Discussions within race/ethnicity and gender groupings) 8:00 – 8:15 AM, See page 34 for affinity group locations</td>
</tr>
<tr>
<td>10:00 AM</td>
<td></td>
<td>SDLC Open Ceremonies and Family Groups 9:30 AM – 12:00 PM</td>
<td>SDLC Keynote Presentation with Staceyann Chin 8:30 – 9:30 AM</td>
<td>Student-Led Adult/Student Dialogues (by region/state) 9:30 – 11:00 AM, See page 35 for locations</td>
</tr>
<tr>
<td>11:00 AM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1:00 PM</td>
<td></td>
<td>Community Service Project, Clean the World 1:00 – 3:00 PM, Chesapeake A - C</td>
<td>Student Luncheon 12:15 – 1:15 PM</td>
<td>Student Luncheon and Talent Show 12:00 – 1:45 PM</td>
</tr>
<tr>
<td>2:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6:00 PM</td>
<td>Peer Facilitator Training 6:00 – 10:00 PM, Woodrow Wilson B &amp; C</td>
<td>Student Dinner 6:00 – 7:00 PM</td>
<td>SDLC Family/Home Groups by region 7:00 – 10:15 PM</td>
<td>Student Dinner, Family Groups, and SDLC Closing Ceremonies 6:00 – 9:30 PM</td>
</tr>
<tr>
<td>7:00 PM</td>
<td></td>
<td>SDLC Chaperone Orientation I (choose one) 6:00 – 6:45 PM, National Harbor 3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10:00 PM</td>
<td>Center Focus</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11:00 PM</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Program subject to change.**

*School Visits* · Community Service Project, Clean the World · PoCC/SDLC Opening Ceremonies with Daniel Hernandez · PoCC/SDLC Closing Ceremonies and Address with Michel Martin · Students dismissed to Chaperones 10:15 PM

**Additional Information:**

- Buses will pick up from the Maryland Bus Loop.
- Affinity Group Session 4 (Adult/Student Discussions within race/ethnicity and gender groupings) 8:00 – 8:15 AM, See page 34 for affinity group locations.
- Students released to Chaperones 11:30 PM, Curfew 12:00 AM.
Each year, the host city and conference theme have given PoCC and SDLC a unique character and cultural perspective.
PoCC Networking Coffee Breaks and Book Signings
Potomac Ballroom Foyer
Following the Opening Ceremonies, General Sessions, and noted Featured Speakers Sessions, grab a cup of coffee and a chat before heading off to the next conference activity.

NAIS Bookstore and Cyber Café
Potomac Ballroom Foyer
NAIS will offer a complimentary Cyber Café and a wide range of books and materials on people of color, building and sustaining inclusive school communities, and the works of keynote and featured speakers at the NAIS Bookstore.

NAIS Diversity Leadership Institute (DLI) Reception
FRIDAY, DECEMBER 6
11:45 AM – 1:15 PM
Potomac Ballroom Foyer
Space limit is 200.
For DLI alumni, this is a chance to reconnect with old friends. All others interested in learning more about DLI are also welcome to attend. This is event is free, but is limited to the first 200 guests, on a first-come, first-served basis.

Performing Arts Groups
NAIS is proud to feature the following local school groups and performers, who will perform during the general sessions:

- Capoeira DC Martial Arts Dance
- St. Andrew’s Episcopal School’s Jazz Band
- The Manzari Brothers Tap Performance
- Madeira School’s Dance Troupe
- St. Patrick’s Episcopal Day School Choir

PoCC Choir
The PoCC choir is directed by Charles Owens of Francis Parker School (IL) and is comprised of PoCC attendees who volunteer to raise their voices in song. The choir will present diverse song selections during the Closing Ceremonies, providing a wonderful celebration and sending forth. All are welcome to join! See rehearsal times in program.

NEW!
Diversity Work in Independent Schools: The Practice and The Practitioner.
Get your copy signed on Friday, 9:00 – 9:45 AM in the Potomac Ballroom Foyer. Available at the bookstore.
The Maryland General Assembly

Official Citation

Be it hereby known to all that sincerest congratulations are offered to The National Association of Independent Schools in recognition of the support, leadership development, and advancement of the goals of educational excellence, equity, and inclusion provided by the People of Color Conference and the Student Diversity Leadership Conference.

Presented on this 5th day of December 2013

by Delegate

Mary L. Washington

of Baltimore City - Legislative District 43
POCC WORKSHOPS

PoCC 2013 attendees can choose from more than sixty 75-minute workshops offered in three blocks during the conference. Practitioners and experts will present workshops in the following topical areas:

- People of Color in Leadership: Pathways and Programs to Success
- Nurturing Our Soul: Self-Care Strategies for Success
- Expanding Our Tool Box: Curricular and Professional Skills for Excellence
- Building Inclusive Communities for People of Color: Programs and Initiatives to Strengthen People of Color in Independent Schools
- Exploring Racial/Ethnic Identities for People of Color: Our Many Journeys and Stages

See workshop descriptions starting on page 14.

FEATURED SPEAKERS

One featured speaker will present during each of the workshop blocks, giving conference attendees expanded choices in professional development and an opportunity to hear from noted people of color from diverse fields and backgrounds.

DIALOGUE SESSIONS

In addition to the four affinity group sessions for adults from PoCC and students from SDLC, the Saturday Adult/Student Dialogues are an opportunity for adults to learn from students. The dialogue groups meet by home state or regions. Using skills cultivated during SDLC, students will facilitate a dialogue on applying strategies from both conferences. This session empowers the students with an important voice as advocates for diversity, multiculturalism, equity and justice. Attendance by adults is vital to the success of this session. It is also critically important for the adults to be led by the students and for the adults to practice good followership.

OVERVIEW

OUR LOCATION

Enjoy the many restaurants and other sources of entertainment at the National Harbor. There are also several ways to visit nearby capital-area attractions. A shuttle service operates seven days a week, every 90 minutes from 9:00 AM – 7:30 PM, from Gaylord National’s main entrance to two central locations in Washington, DC. (On site, you’ll find schedules and fares.) Potomac Riverboat Company also operates a water taxi service connecting Gaylord National to key locations around Washington, DC, Virginia, and Maryland. Purchase tickets from the booth on the Gaylord National Pier or visit www.potomacriverboatco.com. Lastly, Gaylord National is connected to the Washington Metro system via a limited-stop bus route. For schedules, route maps, and prices, visit www.wmata.com/bus and view information on the NH1/National Harbor Bus Line.

HOW TO GET THE MOST OUT OF POCC

For 25 years, PoCC has nurtured and sustained people of color in independent schools. The creation of this sanctuary is possible because of the participants’ acceptance of cherished community norms. Speakers, affinity group work, and workshop presenters will not only inform participants, but also challenge them to think in different and new ways. Conference attendees will have the opportunity to network and build connections with others who are committed to building and sustaining independent school communities for people of color.

In order to maximize the conference experience, participants are expected to lean into discomfort and accept conflict as a catalyst for change. When this is done effectively, participants are fully present, they suspend judgment of themselves and others, and they listen and think before speaking from their perspectives. Participants’ commitment to honor confidentiality fosters this respectful community. Attendees of PoCC will leave energized and recommitted.

This statement was revised by members of NAIS’s Call-to-Action in July 2008.
AFFINITY GROUP WORK AT POCC

Affinity group sessions are uniquely designed to help conference participants develop their own racial/ethnic identity based on the PoCC conference theme. The qualitative difference between PoCC affinity group work and other aspects of the conference, in which all conference participants experience the conference as a whole group, is that the affinity group sessions provide an opportunity for each participant to explore her or his own specific racial or ethnic identity development in a safe and trusted environment. Led by a team of trained facilitators, the curriculum for this year’s affinity group work includes four sessions with opportunities to celebrate, share successes and challenges, and engage in adult/student discussions based on racial/ethnic and gender identity. The overarching vision for PoCC affinity group work includes:

- facilitating opportunities for affirming, nurturing, and celebrating; and
- discussing issues related to racial/ethnic identity development in a safe environment where people who share a racial/ethnic identity can come together to build community, fellowship, network, and empowerment.

THURSDAY, DECEMBER 5
1:15 – 3:15 PM
SESSION 1
Building a Mosaic through Self Reflection
Through the shared experiences of each affinity group, participants will make connections new and old and set the course.

FRIDAY, DECEMBER 6
9:45 – 11:45 AM
SESSION 2
A Mosaic of Identities Inspired to Lead
Participants discuss leveraging leadership through “open space” dialogue.

4:30 – 5:45 PM
SESSION 3
Needed Leadership and an Interconnected World
In this session participants will be led through a networking exercise.

SATURDAY, DECEMBER 7
8:00 – 9:15 AM
SESSION 4
An Equitable Exchange Between Students and Adults
PoCC and SDLC participants connect to explore identity and empower themselves to work together in taking action and fueling change in our communities.

Anita L. Sanchez will serve as the lead facilitator of our affinity group work. She is an organization development consultant; trainer; and speaker focusing on diversity and inclusion, large system change, team building, and coaching. Learn more at www.sancheztennisassociates.com.

See the detailed daily schedule for room locations.
WEDNESDAY, DECEMBER 4

7:00 AM – 8:00 PM
PoCC/SDLC Registration
Potomac Ballroom Foyer

7:30 AM – 5:00 PM
NAIS Cyber Café
Potomac Ballroom Foyer

9:00 AM – 1:00 PM
School Visits
Ticket Required.
Onsite registration is not available.
Buses will leave from the Maryland Ballroom Bus Loop.
School Visits offer independent and special focus schools in the host city an opportunity to offer a site-visit agenda that celebrates each school’s unique culture and mission while sharing the ways in which diversity and multicultural education play a role. NAIS thanks the following Washington-area schools for hosting visits:

- Episcopal High School
- Green Acres School
- Madeira School
- St. Andrew’s Episcopal School

9:00 AM – 5:00 PM
Leadership Seminar for People of Color and Women
Chesapeake 7 – 9
Ticket Required.
Onsite registration is not available.
This Leadership Seminar is tailored for people of color and women who aspire to leadership in independent schools. It is based on state-of-the-art leadership development strategies and skills building while creating an experience of encouragement, healing, hope, and transformation. Led by nationally recognized diversity, inclusion, and leadership development expert Steven Jones and leaders in independent schools, the seminar’s faculty also includes the following experienced practitioners: CRISPYCACERES, Lower School Director, Abington Friends School (PA); ED COSTELLO, Interim Headmaster, Wakefield School (VA); KATHERINE DINH, Head of School, Prospect School (CA); DEBBIE GIBBS, Head of School, Lowell School (DC); NISHANT MEHTA, Head of School, The Children’s School (GA); INGRID TUCKER, Head of School, Cambridge Montessori School (MA); DONNA OREM, Chief Operating Officer, NAIS (DC)
1:00 – 3:00 PM
Community Service Project
Ticket Required. Onsite registration is not available. Chaperones are required for student participants. Chesapeake A – C
This year, SDLC and PoCC attendees who registered for the community service event will help build hygiene kits for Clean the World. Clean the World partners with more than 1,700 hotels and resorts to collect their partially used bars of soap and bottled amenities. These goods are sanitized and recycled in an environmentally and hygienically safe manner, and then distributed to children and families in need.

1:00 – 5:00 PM
PoCC Affinity Group Training
Chesapeake 5&6

1:00 – 6:00 PM
NAIS Bookstore
Potomac Ballroom Foyer

6:00 – 6:45 PM
SDLC Chaperone Orientation I
Attend just one of the orientations offered. National Harbor 3

7:00 – 8:00 PM
PoCC Newcomer Orientation
with Gloria Fernandez-Tearte, Greenwich Academy (CT) and Matt Suzuki, Rye Country Day (NY) National Harbor 2

9:15 – 10:00 PM
SDLC Chaperone Orientation II
Attend just one of the orientations offered. National Harbor 3
Download the PoCC 2013 app from pocc.nais.org. View all conference events at a glance, organize your time, and connect with friends.

7:00 – 7:45 AM
SDLC Chaperone Orientation III
Attend just one of the orientations offered.
Chesapeake A&B

7:00 AM – 7:30 PM
PoCC/SDLC Registration
Potomac Ballroom Foyer

7:00 AM – 7:30 PM
NAIS Bookstore
Potomac Ballroom Foyer

7:30 AM – 5:00 PM
NAIS Cyber Café
Potomac Ballroom Foyer

8:00 – 9:15 AM
PoCC/SDLC Opening Ceremonies with Daniel Hernandez, Jr.
Potomac Ballroom

- St. Andrew’s Episcopal School Jazz Band
- Welcome from the PoCC Local Committee Co-Chairs
- Welcome from John Chubb, NAIS President, Caroline Blackwell, Vice President Equity & Justice Initiatives, and Jack Creeden, Chair of the NAIS Board of Trustees
- The Manzari Brothers Tap Performance
- Welcome from the SDLC Leadership Team
- Introduction of Daniel Hernandez by Pilar Cabeza de Vaca, Head of School, Madeira School (VA) and Lisette Osorio-Bladuell, Learning and Reading Specialist, Beauvoir (DC)
- Presentation by Daniel Hernandez, followed by a Q&A
- Corporate Sponsor Recognition and Announcements

9:15 – 10:00 AM
Daniel Hernandez, Jr.
Book Signing and Networking
Coffee Break
Potomac Ballroom Foyer

10:00 – 11:15 AM
WORKSHOP SESSION A
Featured Speaker Alina Fernández
Woodrow Wilson A
See Fernandez’s bio at right.

BUILDING INCLUSIVE COMMUNITIES FOR PEOPLE OF COLOR
Fraud, Theft and Violence in the Classroom: The Colorblind Dilemma
Chesapeake 5 & 6
The notion that any of us should consciously seek to become colorblind in our society, and more specifically in our classrooms, is outdated. By ignoring students’ unique qualities, educators are committing a grave error. Participants of this workshop will learn the history of colorblind theory and how and why it should be replaced by more inclusive philosophy. We will explore how language directly affects behavior. Topics to be addressed include innate bias, intentional education, deliberate acknowledgment, and false belief. Participants will leave knowing how to support a community that values diversity and welcomes, respects, empowers, and connects all of its members.
PRESENTER: Stephanie Borges, Burgundy Farm Country Day School (VA)

DANIEL HERNANDEZ, JR.
FORMER INTERN FOR THE OFFICE OF CONGRESSWOMAN GABRIELLE GIFFORDS
PoCC/SDLC OPENING CEREMONIES
GENERAL SESSION SPEAKER
THURSDAY, DECEMBER 5
8:00 – 9:15 AM
Potomac Ballroom

Daniel Hernandez, Jr. was an intern for the office of Congresswoman Gabrielle Giffords of Arizona’s Eighth Congressional District. While on the job assisting Giffords with a constituent event in Tucson on January 8, 2011, Hernandez took actions for which he is widely credited with saving her life after a gunman shot her and 18 other people. His medical training, quick thinking, and brave actions on that day have caused him to be celebrated as a true American hero, although he humbly rejects the title. He was an honored guest of the President and First Lady during the 2011 State of the Union address. He also addressed a crowd of more than 27,000 people at the “Tucson: Together we Thrive” memorial. Hernandez is dedicated to student advocacy and political activism. He served as a director on the Arizona Students’ Association’s Board of Directors and advocated for affordable and accessible higher education for all Arizonans. At the University of Arizona, Hernandez has served in leadership positions with the Residence Hall Association and the Arizona Students’ Association. He attended public schools in Tucson where he received his training in certified nursing and phlebotomy, and later won a seat on the school board at the age of 21.

ALINA FERNÁNDEZ
WRITER AND RADIO HOST
PoCC FEATURED SPEAKER
THURSDAY, DECEMBER 5
10:00 – 11:15 AM
Woodrow Wilson A

At the age of 10 in her homeland of Cuba, Alina Fernández discovered that Fidel Castro was her father. A year later she was offered the honor of being officially recognized as his daughter, but declined. Fernández spent years rebelling against her identity. She joined a political dissidence group in Cuba in 1989, escaped to Spain disguised as a tourist in 1993, and then moved to the United States with her own daughter. She remains an outspoken critic of the government of Cuba. In 1998 Fernández wrote Castro’s Daughter: An Exile’s Memoir of Cuba, describing her life in Cuba and the changes that occurred over nearly four decades, and offering an insider glimpse into Fidel and Raul Castro, among other key political figures. She now hosts a radio show called Simplemente Alina (Simply Alina) on WQBA in Miami, which is popular among the exiled Cuban community. While the fare on her variety show is light, with guests such as painters and musicians, she devotes Wednesdays to Cuban politics.
Creating Cultures of Inclusion for Students of Color: What Administrators and Teachers Can Do
Potomac 4 – 6
Despite the diversity in many private schools, students of color can still feel like outsiders. For most, the difference is due to some combination of minority status and socio-economic status. Regardless of the reason for feeling different, some question whether they would do it all again. This workshop focuses on what schools can do to increase students’ feelings of inclusion and draws attention to the micro-exclusionary actions impacting students’ perceptions of belonging. PRESENTER: Pamela Brown, Springside Chestnut Hill Academy (PA)

Elevating the Black Male
Potomac 1–3
Using long-term data that indicate that young black males are under-represented in rigorous instruction, honors/AP courses, and International Baccalaureate programs, and over-represented in discipline referrals and suspension/expulsion rates, this workshop examines the societal perceptions of young black males that perpetuate racial disparities in education. Participants will build their cultural competence to develop a learning environment that fosters academic success for young black males. The premise for the workshop is that if educators can gain the cultural competence requisite to reach their black male students, they develop the competencies needed to reach all of their students. PRESENTER: Omekongo Dibinga, UPstander International (DC)

Inclusivity Means Everyone: Confronting Islamophobia in Independent Schools
Chesapeake 7–9
As we see increases in Muslim students from a vast array of countries and cultural backgrounds in North American schools, our responsibility to create safety and inclusivity for our Muslim youth becomes increasingly urgent. Weaving together global outreach and local community involvement to increase dialogue, schools are employing new methods for exploring and deconstructing stereotypes around Muslim identity so that students can understand each other as whole individuals rather than representations of extremist political or religious movements. This workshop will explore several classroom and school-wide strategies being used by independent schools to build inclusivity and safe dialogue around Muslim identity. PRESENTER: Jennifer D. Klein, Principled Learning Strategies (CO)

Can We Really Do this? Cancelling Classes for a Social Justice Day
Chesapeake 10–12
With a school mission that strives to develop students’ potential to become socially responsible citizens of the world, University Prep suspended classes for a day to have a Social Justice Day. Students participated in workshops, performances, field trips, simulations, and other activities that were all centered on one of five themes: Race and Ethnicity, Gender and Sexuality, Education, Poverty and Wealth, and Environmental Justice. In this workshop you will learn how we made this day happen, from buy-in to planning five different agendas. Learn how we made sure more than 500 students were able to be immersed and engaged in the day. PRESENTERS: Shavette McGhee and Elena Tello, University Preparatory Academy (WA)

You Belong Here: Helping Students of Color and Students Receiving Financial Assistance to Thrive in Independent Schools
Chesapeake A & B
As a group, how are students of color doing at your school? And how is your school doing in its efforts to include students receiving financial assistance and their families in community life and school leadership? In this workshop participants will explore common issues and experiences of lower income and racial minority students and families in independent schools. We will identify opportunities, responsibilities, and effective practices to create environments where all youth and their families can thrive. PRESENTERS: Alison Park, Blink Consulting (CA); Nonoko Sato, SMART (CA)

EXPANDING OUR TOOLBOX

Diversity and Inclusion from the Ground Up and the Top Down
Chesapeake C
Through three short TED-inspired presentations, the Prospect Sierra Diversity and Inclusion Teaching Team and the head of school will share ways they have
influenced institutional change in support of diversity and inclusion, learning, and growing. Learn how the Kindergarten Peacemakers unit that opens up discussion of skin color and offers a wider context for recognizing the Martin Luther King, Jr., holiday also strengthened changemaker connections across grades. Watch student-created affinity group podcasts. Learn how one school has built on the talents and passions of its community to “skill up” around cultural competency and emotional intelligence. PRESENTERS: Britt Anderson, Katherine Dinh, and Madeleine Rogin, Prospect Sierra School (CA)

What Is and Isn’t Being Said: Interrogating Academic Expectations for Students of Color in Independent Schools

Chesapeake D

Ever wonder why most of the students on the academic probation list are students of color? Ever observe that students of color are often placed in lower level classes despite their academic ability? This workshop will explore implicit bias and how teachers and administrators write about their students in academic communication such as report cards, assessments, and evaluations. We will examine the discrepancies between how white students and students of color are profiled and talked about in our schools. We will conclude by providing strategies and evaluation models for documenting, addressing, and changing teacher expectations for students of color. PRESENTERS: Elizabeth Denevi, Latin School of Chicago (IL); Mariama Richards, Ethical Cultural Fieldston School (NY)

Culturally Responsive Education: A Framework for Building More Inclusive School Communities

Chesapeake E

Independent schools seek to create inclusive communities through a variety of diversity initiatives. However, school policies, practices, and curricula are often still based upon the values of a majority white, middle class culture. Culturally Responsive Education (CRE) is a framework that challenges schools to rethink this paradigm. By considering and honoring the lived experiences of all groups, educators can deepen the level of student engagement and improve school climate. This workshop will introduce key elements of CRE. Participants will obtain tools to assess where their schools currently stand along the CRE continuum, and generate ideas to make their communities more inclusive. PRESENTERS: Shadeed Elliott, St. David’s School (NY); Christina Hale, NYU–Metropolitan Center for Urban Education (NY)

Inclusivity and Voice: Who Is Sitting at the Twitter Table?

Chesapeake F

Twitter is a social networking tool that allows people to connect with friends, families, and colleagues to create global Personal Learning Networks (PLNs). At conferences like ISTE, EDUCON, and the NAIS Annual Conference, more than 10,000 tweets were sent informing the world of main ideas and supporting links for hundreds of workshops and keynote speeches. This workshop will address the questions, “What happens when educators of color are not being represented in this form of media?,” “Who is representing our voice?,” and “Why is there a disconnect between educators of color and the general population?” PRESENTERS: Gina Marcel and Belinda Nicholson, The School at Columbia University (NY)

The PRID Cohort — Creating Space for White Educators to Gain Tools and Strategies to Support the Positive Racial Identity Development of All Students

Chesapeake J & K

How do you engage white educators in exploring their white identities and creating strategies to examine and transform their practice? How do you nurture collaboration, so they both support and hold each other accountable? Learn how challenge-by-choice professional development has led to an opportunity for white faculty and administrators to examine their privilege and lean into vulnerable, yet empowering, space where they develop culturally competency and gain skills and resources to support their own and their students’ positive racial identities. Hear from the head of school, PRID facilitators, and participants about the origins, curriculum, and success of this cohort. PRESENTERS: Scott Flemming, Marie Michael, and Anne Stavney, KC West; Patti Loftus, The Blake School (MN)
Everyone is Different: Normalizing Children’s Experiences through Stories

National Harbor 2

Now more than ever, authors are creating stories that embed and normalize difference into authentic and accessible plots. These well-written and engaging stories serve as an effective resource to increase awareness around and normalize difference with children, without reducing groups to caricatures or narrowly focusing the plot solely on difference. In this workshop we will engage in facilitated discussion to explore what considerations should inform the selection of literature that reflects the varied life experiences and social identities that comprise our schools. Equally important, we will provide concrete and vetted resources for your libraries and classrooms.

PRESENTERS: Derrick Gay, Derrick Gay, LLC (NY); Angela Smith, Sidwell Friends School (DC)

Teaching for Social Justice: Conversation and Instruction Across Disciplines

National Harbor 3

Presenters from Sheridan School will share how teaching with a social justice lens is integrated across disciplines, from language arts to mathematics to world languages. Through conversations that examine classroom and school culture, formalized units of study in language arts, social studies, and mathematics, and an exploration of cultures in French and Spanish classes, students develop vocabulary and a knowledge base with which to engage in conversations about equity, power, privilege, oppression, and social action.

PRESENTERS: Susan BakerLapp, Lyle Link, Dalia Palchik, and Uzma Panjwani, Sheridan School (DC)

EXPLORING RACIAL/ETHNIC IDENTITIES FOR PEOPLE OF COLOR

Soy Mi Cuento: En Mis Palabras
(I Am My Story: In My Own Words)

National Harbor 4

“Creating a Six Word Bio: Soy Mi Cuento” is a project that was borne of the need to tell our own story. The project was originally developed to collect the stories of Latino students in independent schools for a doctoral thesis and inspired by a Nigerian proverb that essentially says, “You do not know me, if you do not know my family.” The medium of a Six Word Bio is a wonderfully succinct way to initiate an important dialogue among participants that can be taken back to our schools. Combining media literacy and identity theory, participants will engage in the opportunity for self-exploration.

PRESENTER: Lillian Díaz-Imbelli, Loyola School (NY)

Adoption Fusion: Discovering Where Race, Culture, and Adoption Blend Together

National Harbor 5

When adoptions cross racial and cultural lines, it adds complexity for parenting and educating alike. Are adoptive parents prepared to parent children whose skin color is different than their own? Are educators ready to support different kinds of families in a race-conscious society? What can we learn from adult transracial adoptees? In an artful blend of the presenter’s narrative and group facilitation, participants will draw on their own experiences to dialogue about racial identity formation, intersectionality, and formative adoptive experiences.

PRESENTER: Jennifer Hammond, Deerfield Academy (MA)

Exploring Our Identities:
Part 1—Conducting an Identity Survey/
Part 2—Exploring Our Identities through Affinity/Identity Groups

National Harbor 6

This workshop will introduce a two-part diversity initiative to explore the identity of your entire community, by having each student explore his or her identity through an anonymous Identity Survey. The Identity Survey includes race, religion, socioeconomic status, nationality, sexual orientation, family structure, emotional/physical/learning challenges, etc. Results of the survey are presented to the school community to provide more insight as to how much diversity exists in the respective communities. The second part of this initiative includes affinity/identity groups led by faculty, in which students self-select one aspect of their identity that they are interested in exploring further.

PRESENTERS: Devon Fitchett, Kristin Ryan, and Lindsay White, Dana Hall School (MA)
NURTURING OUR SOULS
Transforming Ourselves, Transforming Our Communities
National Harbor 10
This dynamic workshop will lead participants through the exploration of internalized oppression as a method for achieving personal and identity transformation. Dr. Steven Jones, CEO of Jones & Associates Consulting, and one of America’s top experts on diversity, inclusion, social justice, and equity will share a five-step process to claiming and naming our cultures as a way of bringing the richness of diversity that will ensure our independent schools are able to catapult our students into success in the 21st century global reality. Don’t miss this high-powered, fun, and nurturing experience. PRESENTER: Steven Jones, Jones & Associates Consulting (CA)

PEOPLE OF COLOR IN LEADERSHIP
Heeding the Call to Headship
National Harbor 7
Former NAIS president Pat Bassett noted that while independent schools are getting closer to becoming inclusive institutions that reflect the mosaic of our country, we have found difficulty in placing people of color as heads of schools. With many heads of schools reportedly retiring within the next few years, developing a diverse pipeline for this position has become even more significant. This workshop, facilitated by heads of color appointed within the last decade, will give key strategies and networking opportunities for aspiring heads to answer NAIS’s call to headship. PRESENTERS: Dennis Bisgaard, Kingswood Oxford School (CT); Ara Brown, Cranbrook Schools (MI); Karen Eshoo, Vistamar School (CA); Tony Featherston, Town School (NY); Joan Hill, Lamplighter School (TX); Wanda Holland Greene, The Hamlin School (CA); Sylvia Rodriguez, Brownell-Talbot School (NE)

Against the Odds: Two Paths to Headship
National Harbor 11
More than 20 years ago, in his first class as a teacher, Malcolm Lester taught Marcus Washington, then age 8. In 2011, Marcus became a Headmaster at the age of 30, a year before Malcolm assumed the same position. They represent different backgrounds and leadership journeys, but both overcame the odds to become independent school heads of color. Be inspired by their stories, and hear their ideas about what needs to be done to make heads of color less of a statistical anomaly—and more of a reality. PRESENTERS: Malcolm Lester, Grace Episcopal Day School (MD); Marcus Washington, Washington Jesuit Academy (DC)

Ain’t No Mountain High Enough: 7 1/2 Critical Tips for Women Seeking Leadership Positions
National Harbor 12
Independent schools have made substantial progress in terms of diversifying their faculties and their student bodies. But frustratingly, we continue to see a lack of strong female representation in leadership positions, particularly women of color. This workshop will focus on key strategies women of color can incorporate in their professional development and their career choices as they go about the process of pursuing leadership positions. What can you do to move ahead? Are you positioning yourself in the best possible way for division head or head of school positions? And do you want to?! PRESENTERS: Devereaux McClatchey, Carney Sandoe & Associates (MA); Danette Morton, Westminster Schools (GA)

LGBTQIA People of Color in Independent Schools
National Harbor 13
This workshop will talk about people of color who are lesbian, gay, bisexual, transgender, questioning, intersex, and asexual (LGBTQIA) roles in independent schools. We will discuss the importance of having LGBTQIA people in schools and the ways in which our presence impacts the community. PRESENTERS: Roderick Mobley, Menlo School (CA); Donnie Smith, Cambridge School of Weston (MA)
11:15 AM – 1:00 PM
Lunch

11:30 – 1:00 PM
Film Screening of *American Promise*
Woodrow Wilson A

*American Promise*

Don’t miss a special screening of — and conversation about — *American Promise*. This film follows the journeys of two African-American boys and their families. Chronicling the boys’ divergent paths from kindergarten through high school graduation at Manhattan’s Dalton School, this provocative, intimate documentary presents complicated truths about America’s struggle to come of age on issues of race, class, and opportunity. *American Promise* can facilitate an important dialogue about how educators and communities can better understand and support African-American boys both academically, socially, and emotionally. In addition to the film, there are other resources available from our partners that can be provided to complement this dialogue.

12:00 – 1:00 PM
PoCC Choir Rehearsal
Potomac Ballroom
All are welcome to join.

1:15 – 3:15 PM
Affinity Group Session 1:
Building a Mosaic through Self-Reflection
Through the shared experiences of each affinity group, participants will make connections new and old and set the course.

- East Asian Heritage, Southeast Asian Heritage, South Asian Heritage, Pacific Islander Heritage, East/Southwest/South Asian, Asian American, Heritage from the Indian Sub-Continent National Harbor 10
- First Nations Heritage, Indigenous and Aboriginal People, Native American Chesapeake D
- Greater Middle Eastern Heritage, Arab Heritage, West Asian Heritage, Middle Eastern or Arab or West Asian American Chesapeake A & B
- International—Citizens from Countries Outside of the U.S., Recent Arrivals to the United States Chesapeake C
- Latino/a Heritage, Hispanic Heritage, Latino/a or Hispanic American National Harbor 2
- Multiracial Heritage, Multiracial American National Harbor 4
- Transracially Adopted Chesapeake E
- White, European Heritage, European American Woodrow Wilson A

3:45 – 5:00 PM
WORKSHOP SESSION B

Featured Speaker Tak Toyoshima
Woodrow Wilson A
See Toyoshima’s bio on next page.
BUILDING INCLUSIVE COMMUNITIES FOR PEOPLE OF COLOR

Embracing the Multifaceted Identity of the Transnational Adoptee: an Affinity Group Experience
Chesapeake 5 & 6
In recognition of a growing number of transnational adoptees in independent schools and a dearth of programs to meet their unique set of challenges, two educators and transnational adoptees committed to providing a safe, inclusive space for students to explore their multifaceted identities. In an interactive session, learn how to empower students, help them gain confidence, and accept their whole selves, as they reconcile the absence of role models with similar racial appearance, at school and at home, with their perceived racial/cultural affiliations. Hear students’ personal journeys through anecdotal essays and videos and take helpful resources back to your campus. PRESENTERS: Nell Brewer, University Preparatory Academy (WA); Oriana Isaacson, Bush School (WA)

Supporting On-Campus Alliances: The Role of White Affinity Groups
Chesapeake 7 – 9
Engaging students and faculty in the process of making school culture truly multicultural requires structures for personal development and courageous conversations. Whereas this need has been recognized in the supportive structures and affinity groups offered to students of color, many teachers and administrators are left wondering, “What do we do with the white kids?” This workshop will focus on the role of a white affinity group in a school committed to multiculturalism. Exploring the specific purposes of such a group, this workshop will provide resources, frameworks, and strategies for implementing and maintaining a white affinity group at your school. PRESENTER: Jason David, Wildwood School (CA)

TAK TOYOSHIMA
ARTIST AND COMIC STRIP CREATOR
PoCC FEATURED SPEAKER
THURSDAY, DECEMBER 5
3:45 – 5:00 PM
Woodrow Wilson A

Tak Toyoshima is the artist and creator of the comic strip “Secret Asian Man.” Starting as a two-page monthly in a Boston-based arts magazine, “Secret Asian Man” became a weekly comic strip for the next six years. In the fall of 2006, “Secret Asian Man” was scouted by United Features Syndicate (“Peanuts,” “Dilbert,” and “Boondocks”) and developed to launch in July of 2007 as the first Asian American comic strip since the days of Bruce Lee and Charlie Chan. Toyoshima is also currently the art director for the award-winning alternative newsweekly DigBoston. Toyoshima was born and raised in New York City’s Tribeca on the borders of SoHo, Chinatown, and Little Italy. This breeding ground for creativity and multicultural experiences provided a solid foundation for him to become the confused artist he is today.

BOOK SIGNING EVENT
The Art of Participatory Leadership: Engaging Others in Meaningful Change
Potomac 1–3
The Art of Participatory Leadership (AoPL) is a practice and method for deepening people’s competency and confidence in engaging groups of people in meaningful, strategic change. As the issues facing our schools and communities become more complex, a key leadership capacity is the ability to broadly engage others in issues of concern. This workshop will share some methodologies and mental models that allow us to do this, and will share how AoPL is being used across a wide variety of sectors (nonprofit, private, academic, municipal, and philanthropic fields), looking in particular at the successful use of this practice in one local community looking to shift their civic dialogue. In this session, you will increase your knowledge and familiarity with the AoPL, engage with critical processes and tools used to develop and sustain strategic dialogue at varying levels of scale, and reflect on key questions of engagement and participation. PRESENTER: Tuesday Ryan Hart, Confluence Unlimited

African-American Male Forums, Symposium, and Institutes: Organizing Events and Developing a Strategic Plan that Partners with the Interests within the Greater Community
Chesapeake 10–12
This session is focused on teaching participants how to plan successful, meaningful, and thoughtful programs for African-American males. This includes weekly forums, symposiums, institutes, lock-ins, and so forth. We will do this by sharing the success stories at the Park School of Baltimore and by informing participants how to develop partnerships, build parent buy in, and involve prospective schools. PRESENTERS: Dia Clark and Terris King, Park School of Baltimore (MD)

A Family Affair: Engaging and Supporting Parents of Color
Chesapeake A&B
Now in its seventh year, the New Jersey SEEDS Parents Program provides invaluable support to families in their successful transition to more than 100 independent schools across the country. With 1,900 students and their families served, SEEDS’ workshop will examine the first-hand experiences of families of color at independent schools and will share best practices for increasing parent engagement. Through a presentation of survey results and the insights of a panel of parents, participants will gain a better understanding of the independent school environment for students and parents of color and will benefit from proven strategies for building inclusive communities for diverse families. PRESENTERS: Ronni Denes, Marcy Lopez, and James McClintock, New Jersey SEEDS (NJ)

Jason Collins Comes Out! (As Black, Christian, and Gay): Helping Adolescents Negotiate the Particulars of Identity in Independent Schools
National Harbor 11
When Jason Collins came out as an openly gay NBA player, he also had to come out as black and Christian. As a sterling role model for youth, his coming out experience is a study in negotiating the particulars of identity. In this workshop, we will employ Collins’ life as a lens to view the special challenges of LGBTQ students of color, especially those who are religious or attend a religiously-affiliated independent school. With a historically informed perspective — balancing health, psychological, and spiritual issues — we will collaborate on strategies schools/teachers can use to best serve these students. PRESENTERS: Gulliver LaValle and Matthew Nelson, Woodside Priory School (CA)
Cultural Competence and 21st Century Skills: The Intersections of Learning and Community
National Harbor 2
In order to support more inclusive communities in our schools, we must shift our focus in diversity work from cultural sensitivity to cultural competency. Join a panel of diversity leaders to explore how cross-cultural competency is essential for all children to collaborate, create, communicate, think critically, and solve problems in our “schools of the future.” PRESENTERS: Gene Batiste, Independent Education (DC); Steven Jones, Jones & Associates Consulting (CA); Rosetta Lee, Seattle Girls’ School (WA); Alison Park, Blink Consulting (CA); Chris Thinnes, Curtis School (CA); Tim Wise, Author and Educator (TN)

White Racial Socialization: What Are White Youth Learning about Race?
National Harbor 12
Many white parents want race not to matter and so they inadvertently teach their children that it doesn’t. In this workshop, participants will learn up to date research on what white families are teaching their children about race and how schools might proactively support anti-racist socialization processes. Participants will also examine early racial experiences in their own lives and discuss the impact on relationships across race. This workshop is open to participants of any race. The facilitator is white and will share many personal examples to help white participants uncover early racial messages that may not be overt or direct. PRESENTER: Ali Michael, The Race Institute (PA)

EXPANDING OUR TOOLBOX

Loudness in the Library: Empowering Students to Think Critically About Identity and Bias
National Harbor 13
This workshop explores a year-long project piloted with 6th graders at the Bank Street School for Children. Students learned to address the implicit and explicit biases found in books, book covers, and publishing. Students engaged in conversations about identity, race, ethnicity, sexual orientation, gender, body image, class, and ability as they relate to books and beyond. Educators will develop a plan to empower students as they examine their own ideas about identity and discrimination, and demonstrate techniques for teaching students to examine the messages they receive from the wider world. The workshop will include lessons, photos, videos, discussion questions, and annotated book lists. PRESENTERS: Allie Bruce, Sasha Elias, and Anshu Wahi, Bank Street College of Education (NY)

Teaching Equity in Early Childhood Education
Chesapeake J&K
The session will focus on three case studies in a first grade class over the course of multiple years. The major focus of these case studies will be on identity, concentrating specifically on ability, gender, and race. While it may seem challenging to confront issues surrounding these identities in a first grade classroom, the reality is that they do indeed exist. Lesson ideas and strategies to support these identities in the classroom will be offered as well. PRESENTERS: Brandi Lawrence and Charaun Wills, Georgetown Day School (DC)

Don’t Stop ’Til You Get Enough: Some Unexpected Tips for Advancing Your Career in Independent Schools
National Harbor 3
What are schools looking for? How do I present myself? How do I stand out? Will my race play a role in my job search? As a job seeker, these questions are only natural when entering a job search. Carney, Sandoe & Associates invites you to start the conversation. With over 30 years of experience in independent schools, CS&A can offer tools for professional development and for career advancement. Join CS&A in discussing how best to navigate the ebbs and flows of the hiring practices and propel you to the next level of your career. PRESENTERS: Kim Garner and Carly Rapaport, Carney, Sandoe & Associates (MA)
20 Questions
National Harbor 4
“What makes a successful diversity initiative?” “How do I hone my skills as a diversity practitioner?” “What do I do with the myriad of micro-aggressions that occur daily in my school?” Collected from over 15 years of independent school leadership, the most vexing questions and their invaluable answers will be shared and discussed. This workshop will cover the scope of the school from governance, administrative leadership, curriculum, hiring and retention to student life. Participants are encouraged to bring their own questions for the interactive portion of the session. PRESENTER: Andre Withers, The Madeira School (VA)

EXPLORING RACIAL/ETHNIC IDENTITIES FOR PEOPLE OF COLOR
Exploring African-American Male Racial Identity: Recommendations for Educators
National Harbor 5
For African-American males, navigating the independent school culture can be difficult. This struggle increases as teachers and administrators may be unaware of their racial identity and culture development. The purpose of this presentation is to discuss African-American male identity/culture development and provide recommendations for educators in their efforts to matriculate and graduate African-American males. PRESENTER: Ramon Goings, Kennedy Krieger Institute (MD)

Faculty Mosaic: Out of Many, We Are One
National Harbor 6
Explore the real life experiences of faculty of color from independent schools around the country in this digital mosaic. Faculty of color responded to three simple prompts regarding their experiences at independent schools: “I am...,” “I want to be...,” and “I feel...” A panel of educators who created or participated in the mosaic will explore the obstacles and best practices needed to create an inclusive and diverse faculty through a discussion of the this project. PRESENTERS: Ara Brown, Cranbrook Schools (MI); Pascale Musto, Tilton School (NH); Peter Sun, Garrison Forest School (MD)

NURTURING OUR SOULS
Reconciling Historical Trauma in Students of Color
National Harbor 7
This workshop introduces participants to multicultural student development through a historical trauma lens. Sir Aaron Mason will present on the topic of historical trauma and its effects on students of color. Participants will be guided through experiential and mindfulness exercises to deepen their understanding of historical trauma and gain insight into how to work with students of color around issues of discrimination and hate. Participants will also be introduced to “Strengthening our Community,” an integrative self-growth group program that promotes the psychological well-being of students of color by drawing from prominent student development, cultural development, and mental health theories. PRESENTER: Sir Aaron Mason, University of Wisconsin–Stout (WI)

PEOPLE OF COLOR IN LEADERSHIP
Getting off the Bench: Using Online Coaching to Advance in the Field
National Harbor 8
Leadership preparation requires an awareness of self and others, the development of administrative skills, the confidence to assume increased responsibility, and the cultivation of supportive collegial networks. Learn how one group of educators of color worked with a professional coach to pursue these critical components through an online leadership program that used one-on-one and group interactions to advance professional development. PRESENTERS: Daniel Ercilla, The Calhoun School (NY); Giselle Furlonge, Taft School (PA); Debra Jeffreys-Glass, Ethical Culture Fieldston School (NY); Sherri Spelic, American School of Vienna (Austria)
Taking Our Seat at the Table: Black Female Educators and the Will to Lead

National Harbor 10

The “age of Michelle Obama” notwithstanding, a disparity of black female leaders exists at independent schools. This workshop will facilitate an open and candid discussion about the challenges facing black female educators on the path to leadership: a lack of strategic network, consistent undervaluing of abilities, and tough choices in a work-life balance. Participants will explore the impact of the “leadership ambition gap” on the upward mobility of black female educators. Reflective and interactive, this workshop will provide a framework for change and self-empowerment, encouraging participants to seek challenges, take risks, and boldly pursue their seat at the leadership table.

**PRESENTERS:** Nichole Foster-Hinds, The Montclair Kimberley Academy (NJ); Candice Powell, Newark Academy (NJ)

5:00 – 5:30 PM

[ Image 365x572 to 453x659 ]

Book Signing with Tak Toyoshima
Potomac Ballroom Foyer

5:30 – 6:30 PM

General Session with Junot Díaz
Potomac Ballroom

See Díaz’s bio at right.

- Performance of the Capoeira DC Martial Arts Dance
- Welcome from Ron Goldblatt of Association of Independent Maryland Schools, Kim Failon of the Virginia Association of Independent Schools, and Gene Batiste of Independent Education
- Introduction by Tiffany Bridgewater, Lower School Head, Norwood School (MD) and Chris Levy, Dean of Academic Life, Georgetown Day School (DC)
- Presentation by Junot Díaz

JUNOT DÍAZ
PULITZER PRIZE WINNER AND MIT CREATIVE WRITING PROFESSOR
PoCC GENERAL SESSION SPEAKER

THURSDAY, DECEMBER 5
5:30 – 6:30 PM
Potomac Ballroom

Junot Díaz was born in the Dominican Republic and raised in New Jersey. He is the author of the critically acclaimed *Drown*; *The Brief Wondrous Life of Oscar Wao*, which won the 2008 Pulitzer Prize and the National Book Critics Circle Award; and *This Is How You Lose Her*, a *New York Times* bestseller and National Book Award finalist. He is the recipient of a MacArthur “Genius” Fellowship, PEN/Malamud Award, Dayton Literary Peace Prize, Guggenheim Fellowship, and PEN/O. Henry Award. A graduate of Rutgers College, Díaz is currently the fiction editor at *Boston Review* and the Rudge and Nancy Allen Professor of Writing at the Massachusetts Institute of Technology. Central to Díaz’s work is the immigrant experience. Kirkus Books Review calls Díaz’s work “Magnificent... an exuberant rendering of the driving rhythms and juicy Spanglish vocabulary of immigrant speech... sharply observed and morally challenging.” He is the co-founder of Voices of Our Nation Workshop, one of the first workshops for writers of color.
FRIDAY, DECEMBER 6

7:00 AM – 6:00 PM
PoCC/SDLC Registration
Potomac Ballroom Foyer

7:00 AM – 6:45 PM
NAIS Bookstore
Potomac Ballroom Foyer

7:30 AM – 5:00 PM
NAIS Cyber Café
Potomac Ballroom Foyer

8:00 – 9:00 AM
PoCC General Session with Marisa Richmond
Potomac Ballroom
See Richmond’s bio on next page.
- Performance by St. Patrick’s Episcopal Day School Choir
- Performance by Madeira School Dance Troupe
- Introduction of Dr. Marisa Richmond by Caroline G. Blackwell, Vice President for Equity and Justice
- Presentation by Dr. Marisa Richmond
- Recognition of heads of color in independent schools

9:00 – 9:45 AM
Book Signing with authors of the new book Diversity Work in Independent Schools
Potomac Ballroom Foyer
9:45 – 11:45 AM
Affinity Group Session 2:
A Mosaic of Identities Inspired to Lead
Participants discuss leveraging leadership through “open space” dialogue.

- East Asian Heritage, Southeast Asian Heritage, South Asian Heritage, Pacific Islander Heritage, East/Southeast/South Asian, Asian American, Heritage from the Indian Sub-Continent National Harbor 10
- First Nations Heritage, Indigenous and Aboriginal People, Native American Chesapeake D
- Greater Middle Eastern Heritage, Arab Heritage, West Asian Heritage, Middle Eastern or Arab or West Asian American Chesapeake A & B
- International—Citizens from Countries Outside of the U.S., Recent Arrivals to the United States Chesapeake C
- Latino/a Heritage, Hispanic Heritage, Latino/a or Hispanic American National Harbor 2
- Multiracial Heritage, Multiracial American National Harbor 4
- Transracially Adopted Chesapeake E
- White, European Heritage, European American Woodrow Wilson A

11:45 AM – 1:15 PM
Lunch

11:45 AM – 1:15 PM
The Prep School Negro, André Robert Lee Film Screening
Woodrow Wilson A

Join André Robert Lee as he returns to NAIS five years after the premiere that launched a nationwide sensation of nearly 300 workshop screenings and hear about the evolution of both the film and the filmmaker at our exclusive screening of The Prep School Negro. André grew up in the ghettos of Philadelphia. When he was 14, André received a full scholarship to one of the most prestigious prep schools in the country. It was his way out—but at what price? His tuition was covered, but the experience would cost him and his family more than anyone could have ever anticipated. In the film The Prep School Negro, André revisits the events of his adolescence and discovers the unapologetic truth about who really pays the consequences for yesterday’s accelerated desegregation and today’s racial naiveté.

MARISA RICHMOND
TRANSGENDER ACTIVIST AND LEADER
PoCC GENERAL SESSION SPEAKER
FRIDAY, DECEMBER 6
8:00 – 9:00 AM
Potomac Ballroom

When she was elected to the Davidson County Democratic Party (DCDP) Executive Committee in 2008, Dr. Marisa Richmond became the first openly transgender person to win an election in Tennessee. Also in 2008, she became the first African American, transgender person to be elected delegate to the Democratic National Convention from any state. She served as a Tennessee delegate again in 2012 along with serving as a member of the Steering Committee of Trans United for Obama. Marisa also serves on the Board of Directors of the National Center for Transgender Equality and Trans Advocacy Network and GLSEN Middle Tennessee. Marisa is the President of the Davidson County Democratic Women (DCDW). She is a prolific author and speaker on transgender issues. Awards for her service include the IFGE Trinity Award for contributions to the Transgender Community, the Lifetime Achievement Award from the Tennessee Vals, Vagina Warrior by Vanderbilt University’s Project Safe, the Equality Award from the Human Rights Campaign, and the Chairwoman’s ICON Award from Baltimore Black Pride. She was recently named to the inaugural Trans 100 list of notable transgender activists and leaders around the country. Marisa has three degrees, all in U.S. History, and she currently teaches history at Middle Tennessee State University. She is a graduate of the University School of Nashville (Tennessee).
12:15 – 1:15 PM
PoCC Choir Rehearsal
Potomac Ballroom

1:30 – 2:30 PM
State/Regional Association Meetings
- Bermuda, Puerto Rico, Virgin Islands, Hawaii, and International National Harbor 6
- Cleveland Council of Independent Schools Chesapeake C
- Colorado and ACIS Chesapeake 5 & 6
- Connecticut, CODIS, and SPHERE Chesapeake J & K
- Florida and FCIS Chesapeake D
- Maryland and AIMS MD/DC Chesapeake A & B
- Midwest and ISACS National Harbor 12
- New England and POCISNE National Harbor 10
- New Jersey and NJAIS National Harbor 4
- New York and POCIS-NY Woodrow Wilson A
- North Carolina Chesapeake 7 – 9
- Northern California and NORCAL POCIS Potomac 1 – 3
- Pacific Northwest and NWAIS National Harbor 7
- Pennsylvania and Delaware Valley National Harbor 3
- South and SAIS (Alabama, Georgia, Kentucky, Mississippi, South Carolina, Central America, South America) Chesapeake 10 – 12
- Southern California and SOUCAL POCIS Potomac 4 – 6
- Southwest and ISAS National Harbor 13
- Tennessee and TAIS Chesapeake F
- Virginia and VAIS National Harbor 5
- Washington, D.C. and IE National Harbor 2

3:00 – 4:15 PM
WORKSHOP SESSION C
Featured Speaker Staceyann Chin
Woodrow Wilson A
Introduction by Chris Levy, Dean of Academic Life, Georgetown Day School (DC)
See Chin’s bio on next page.

BUILDING INCLUSIVE COMMUNITIES FOR PEOPLE OF COLOR

Dynamic Dialogues: Conducting Critical Conversations about Race
Chesapeake 5 & 6
Research shows that engaging in critical conversations about race results in significant learning outcomes. When allowed to share experiences that separate them and given the tools to communicate in supportive ways, participants quickly move into synergistic, solution-oriented relationships. Participants will learn to facilitate supportive conversations about race to achieve positive and productive results, whether with students, faculty, or parents. Authentic conversations help create dynamic learning communities and prepare schools for the coming diverse majority. PRESENTERS: Martha Caldwell and Oman Frame, Paideia School (GA)

Why We Came Back: What You Need To Know To Create Viable Relationships With Your Students of Color
Chesapeake 7 – 9
Two African-American alumni of Friends’ Central School, who currently serve as assistant director of admission and associate of institutional advancement, will give tangible initiatives to help improve relationships with students of color. Discussions will help develop practices towards enriching the experience of students of color at independent schools. Understanding the importance of these relationships results in success in admissions; development; alumni relations; work with prospective employees; and the overall day-to-day experience for all students, parents, faculty, and staff. Strengthening the experience of students of color is a necessary step in the continuous implementation of true diversity. PRESENTERS: Dwight Dunston and Tonie Walker, Friends’ Central School (PA)
Sorting the Stack: Lessons for Schools and Candidates about the Hiring Process
Chesapeake 10–12

Over three years, Fay School added an academic division and offered an early retirement program, resulting in the need for extensive hiring. Learn what the school did to increase its pool of candidates of color, its successes and failures in attracting and retaining faculty of color, and tips for candidates from someone who reads 1,000+ resumes a year and a teacher of color who joined the Fay faculty. PRESENTERS: David Liebmann and Kimberlee Williams, Fay School (MA)

Creating and Sustaining Affinity Groups for Students of Color
Chesapeake A&B

Four years ago at the Princeton Day School, grassroots efforts were struck to develop an affinity group for Black and Latino students. Through faculty and student recruitment, a small contingency was set in place. Today the school’s Black and Latino Student Union (BLSU), which won the Princeton University Prize in Race Relations for 2013, is one of the largest student-represented groups on campus, facilitated by students for students. Participants will examine Princeton Day School’s programming model, teachings, and event planning so that they too can create foundational staples in developing and sustaining affinity groups for students of colors. PRESENTERS: Paris McLean and Gil Olvera, Princeton Day School (NJ)

Sidwell’s Spanish Heritage Speakers Club: How a Language Opportunity Became an Accidental Affinity Group
Chesapeake C

Learn about a Sidwell Friends Middle School teacher’s experience forming an after-school club for Spanish heritage speakers as a way to offer advanced level Spanish with peers of native or near-native ability. Once the group was formed, it was clear that these students, all of whom had at least one Latino parent, had a shared background. The club became not only a language experience but also an opportunity to explore many cultural topics. Curriculum and practical resources will be shared. Attendees will have the opportunity to share what they are offering—linguistically and culturally—for their Latino students. PRESENTER: Nan Pickens, Sidwell Friends School (DC)

STACEYANN CHIN
SPOKEN WORD POET, PERFORMING ARTIST, AND LGBT RIGHTS POLITICAL ACTIVIST
FRIDAY, DECEMBER 6
SDLC KEYNOTE SPEAKER
8:30 – 9:30 AM
PoCC FEATURED SPEAKER
3:00 – 4:15 PM
Woodrow Wilson A

Staceyann Chin is the author of the memoir The Other Side of Paradise. A proud Jamaican national, Chin’s voice was featured on The Oprah Show, where she spoke candidly about her experiences of growing up on the island and the dire consequences of her coming out there. Widely known as co-writer and original performer in the Tony-Award-winning Russell Simmons Def Poetry Jam on Broadway, her poetry has seen the rousing cheers of the Nuyorican Poets’ Café, one-woman shows off-Broadway and writing workshops in Sweden, South Africa, and Australia. Chin’s three one-woman shows, “Hands Afi re,” “Unspeakable Things,” and “Border/Clash,” all opened to rave reviews at the Culture Project in New York City. Chin is the recipient of the 2007 Power of the Voice Award from The Human Rights Campaign, the 2008 Safe Haven Award from Immigration Equality, the 2008 Honors from the Lesbian AIDS Project, and the 2009 New York State Senate Award. She unapologetically identifies as Caribbean and black, Asian and lesbian, woman and resident of New York City.

BOOK SIGNING EVENT
Roles of Faculty of Color in Independent Schools
Chesapeake D
Many of our client schools, seeking to increase their racial diversity, hope to widen their hiring pool to see and possibly hire more people of color. What is the implicit message hiring schools send to the faculty of color they hire about expected future roles at the school? What conflicts come up for faculty of color with regard to educating others around diversity issues? Should faculty of color feel pressure to be on a diversity committee or to lead one? What are the benefits and drawbacks of faculty of color not filling those roles at a school? PRESENTERS: Kim Garner, Devereaux McClatchey, Carly Rapaport, and Alan Siu, Carney, Sandoe & Associates (MA)

Inter-Cultural Communication and Assertiveness: Exploring the Freedom to Be Bold and Confident in the Workplace and Strategies to Recognize and Appreciate the Value of Assertiveness
Chesapeake E
Assertive individuals are bold and confident and tend to significantly benefit the organization and/or companies they represent. This characteristic is considered a positive attribute for some, however, many marginalized groups have been led to believe they must suppress assertiveness for fear of being seen in a negative light. In addition, the workshop will cover teaching white people how to value assertiveness and recognize their aversion to it in certain individuals as being based in race, gender, and class as a form of prejudice. The workshop presenter will also offer strategies for working together inter-culturally in meaningful ways to grow and irradiate this issue. PRESENTER: Quintaria Brunson, Norwood School (MD)

EXPANDING OUR TOOLBOX
Making a Difference for Students of Color with Learning Disabilities
Chesapeake F
Participants of this workshop will become familiar with the different obstacles students of color with learning disabilities face in independent schools. Through interactive exercises and dialogue, participants will experience what it’s like to have a disability, explore the educational and social stigmas attached to being a student of color with a disability, and brainstorm ways to build a more inclusive community within their schools. This presentation will deal mainly with grade 5–12 issues while highlighting methods, strategies, and interventions that can assist these unique students’ transitions into independent schools and help them be successful. PRESENTER: Stephanie Borges, Burgundy Farm Country Day School (VA)

Creating Effective Upstanding Student Leaders
Chesapeake J & K
In today’s fast-paced world of getting top grades and getting into a great school, many students have neither taken the time nor been taught how to be an effective leader. The goal of this workshop will be to show participants some of the strategies incorporated by the UPstander Leadership Training Institute to get students to understand what it takes to be a leader, from learning how to be an UPstander and not a bystander in the face of issues like bullying, to learning how to identify key stakeholders in the creation of a change movement locally or globally. PRESENTERS: Omekongo Dibinga, UPstander International (DC); Alison Watts, Washington International School (DC)

Flipping the Script: When Faculty of Color Discuss Race with White Students
National Harbor 2
Faculty of color frequently struggle with assigning and discussing readings or other course materials that explicitly address racial themes. We ask ourselves many questions about how to present these materials: Can we maintain objectivity in our analyses?; How can we anticipate and confront difficult questions, arguments, or silence?; How will we manage the use of antiquated language like “the N-word” in a group discussion? This workshop will focus on these questions and others as we speak to the experience of being both the teacher and one of the only, if not the only, persons of color in an instructional environment. PRESENTERS: Nicole Hood and Ashleigh Wade, St. Catherine’s School (VA)
Help! They Want to Talk About Race!
National Harbor 3
Whether it is as an educator or as a parent, talking to young children about race can feel like walking though a minefield. What kinds of questions are they going to ask? What if I say the wrong thing? Am I trying to explain too much? Not enough? In spite of these feelings and questions, teaching race in an early childhood classroom is as important as teaching reading, writing, and mathematics. By exploring several projects implemented in a Kindergarten classroom, this workshop will explore the ways in which we can begin to explore matters of race with young children. **PRESENTER: Kirkland La Rue, The Park School of Baltimore (MD)**

AWARE: All Working at Racial Equity
National Harbor 4
Learn about an independent K–8 school’s journey in creating a multicultural school environment, which began with the idea of students of color affinity groups and expanded into a curriculum we call AWARE in which every single classroom at the school is committed to engaging in personal development and courageous conversations around race. Faculty professional development played a key role in allowing this process to continue. We are eager to share our resources, strategies, obstacles, and how we tackled them. We welcome audience participation. **PRESENTERS: Justin McLean, Rashna Mehta, Ruth Mendoza, and Chaitali Thakar, Meadowbrook School of Weston (MA)**

Inclusivity and Multiculturalism Across the Curriculum
National Harbor 5
Participants will explore innovative pedagogical strategies that support 21st Century skills. The intersectionality of gender, race, culture, and collaboration while discovering more ways to help students intentionally cultivate, nurture, and engage in an inclusive and multicultural classroom experience through cross-curricular connections will be examined. In addition, participants will engage in hands-on activities that exemplify the cross-curricular and inclusive approach. **PRESENTER: Rachel Parrish, Bentley School (CA)**

Plugging in to Power Up!
National Harbor 6
Shifting the focus from the “what we need to know” to the “how we come to know it” can significantly enhance the learning experience for students, especially those students of color who, when placed in the independent school environment, encounter challenges that threaten their confidence, self-esteem, and academic progress. This workshop will present a program of instruction that is designed to help students discover and uncover more about themselves as learners. Explore ways to help students identify their learning preferences, strengths, and weaknesses and introduce them to those seldom-discussed executive functions that serve as the foundation for academic success. **PRESENTER: Gail Whitley, The Holton-Arms School, Inc. (MD)**

EXPLORING RACIAL/ETHNIC IDENTITIES FOR PEOPLE OF COLOR
“Sense Us”: Deconstructing Constructions
National Harbor 7
Through the ever-changing race questions on U.S. Census forms, we will explore the existing, unsustainable, eroding racial ecology. We will question fundamental systems of classification such as the fabrication of nationhood and the construct of race, and their utility for the 21st Century. We will challenge conventional notions of racial and national identity and alter the ways in which we define ourselves. We will attempt to think outside the checkbox of restrictive categories, beyond the boundaries of race and nation, in order to deepen our engagement with the diverse dimensions of identity. **PRESENTER: Nicky Enright, Riverdale Country School (NY)**
Maintaining Your Culture and Identity within the Culture of Your Independent School

It can be challenging as a person of color working in an independent school to find the right balance between maintaining one’s own culture, style, and identity while fitting into the culture and identity of the school. This is true for our students but in some ways even more true for the adults. While students look forward to graduation and a time they can be their whole selves, many of us working in independent schools are spending hours a day suppressing who we are to fit in. Come discuss how to be your whole self at your school. This will be a workshop that requires self-reflection, deep sharing, and an open heart. PRESENTER: Jasmine Love, Chadwick School (CA)

NURTURING OUR SOULS

Ya Gots ta Know When It’s Time to Go

This workshop is designed to help people know when and how to leave a position. It will focus on looking at yourself and figuring out if you are contributing to your work community in a positive or a negative way. We will also be presenting tips on how to leave a position in a professional way so that you don’t sabotage yourself for further employment. PRESENTERS: Polly Williams and Elizabeth Brown, Cambridge Friends School (MA)

In Support of the Black Table: A Conversation About Race and the Power of Affinity

Amidst ongoing concerns surrounding “the Black table,” schools are grappling with the role affinity groups play in our communities. Are students of color truly segregating themselves? Using Dr. Beverly Tatum’s seminal work on race and identity, this workshop will offer reflections from a group of independent school alums from different walks of life who created lifelong bonds around the lunch table. Our experiences informed our lives as students and continue to guide our current practices as educators. Using personal and collective journeys, we will offer strategies we have used to shape conversations around race and affinity in our schools. PRESENTERS: J. Cook, Town School (NY); Jose DeJesus, Spence School (NY); Shaded Elliott, St. David’s School (NY); Javaid Khan, Poly Prep Country Day School (NY); Eric Osorio, Worcester Academy (MA)

PEOPLE OF COLOR IN LEADERSHIP

Lessons from the Field in Diversity Hiring: What Works and What Hurts

Each year during hiring season, schools reiterate their commitment to hire diverse teachers and administrators to reflect the students and the world in which we live. However, not all schools apply best practices to cultivate the strongest and most diverse candidate pool. This workshop will focus on successful strategies, suggesting ways to increase the diversity of the candidate pool through hiring discussions for candidates, organizing multi-school diversity job fairs, and arranging school site visits for potential candidates. It will feature a frank and open conversation to discuss both challenges and solutions to diversity hiring with recruiters and hiring administrators. PRESENTERS: Cathy Cramer, New York Interschool and Faculty Diversity Search (NY); Liz Fernandez, Klingenstein Leadership Program (NY); Lee Miller, CalWest Educators (CA); Nicole Stanton, Marin Academy (CA)

Educators as Boundary-Spanning Excellence Facilitators: Activating and Supporting Students Doing Their Best Learning

We increase prospects for operating at our educator best when we intentionally embrace a contextually responsive approach. Engaging contexts is foundational for appropriate and effective communications and social relations: the twin criteria for intercultural competence. This presentation fuels ongoing, mindful explorations of WHO we are as educators, WHAT we bring to our work — our lenses, filters, and frames and our sociopolitical locations — and how we can engage relevant attributes to activate and support student success. You will enhance your understandings of yourself as educator and ways to mindfully embrace a lifelong development journey that helps students do their best learning, best engaging, and best work. PRESENTER: Hazel Symonette, University of Wisconsin-Madison
Leading Diversity Strategically: The Critical Role of School Leaders
National Harbor 13
The effective functioning of teams of allies (heads, diversity directors, boards, etc.) is central to leveraging the potential of diverse communities to create and innovate. The link between cultural competency, diversity, inclusion, and educational excellence must be made strategically in the 21st Century. This workshop will help participants build an action plan that is unique to the culture, mission, and needs of their schools. Participants will use the insights of experts to identify two or three target areas at their own school and craft the beginning of a strategy to build a community that authentically embraces the richness of diversity.

**PRESENTERS:** Diana Artis, Pingry School (NJ); David Grant, The Potomac School (VA); Robert Greene, Marin Country Day School (CA); Steven Jones, Jones & Associates Consulting (CA)

Overcoming Affinity Group Resistance: What’s the Worry and What Can We Do?
National Harbor 10
We come to PoCC and feel the safe space, solidarity, and rejuvenation that come from affinity groups. We return home to our schools, eager to create such spaces for our students, staff, and parents. BOOM. You run into a brick wall. Why do schools resist affinity groups? How do you make the case for them and launch them meaningfully to minimize resistance? Discuss obstacles and strategies, gain resources and practice, and walk away more prepared to provide safe spaces for your school’s constituencies. Participants can expect to: 1) discuss the challenges they have faced starting affinity groups at their schools, 2) get resources that make the case for affinity groups, 3) walk away with practical how-to’s for starting affinity groups meaningfully, and 4) practice responding to statements of resistance. This workshop will include interactive exercises, presentation, and small group discussions. **PRESENTER:** Rosetta Lee, Seattle Girls School (WA)
7:00 – 11:00 AM
PoCC/SDLC Registration
Potomac Ballroom Foyer

7:00 AM – 1:00 PM
NAIS Bookstore
Potomac Ballroom Foyer

7:30 AM – 1:00 PM
NAIS Cyber Café
Potomac Ballroom Foyer

7:00 – 8:00 AM
PoCC Choir Rehearsal
Potomac Ballroom

8:00 – 9:15 AM
Affinity Group Session 4:
An Equitable Exchange Between
Students and Adults
PoCC and SDLC participants connect to explore
identity and empower themselves to work together in
taking action and fueling change in their communities.

- Black, African Heritage, Afro-Caribbean Heritage,
  African American MEN National Harbor 10 & 11
  WOMEN Potomac Ballroom
- East Asian Heritage, Southeast Asian Heritage,
  South Asian Heritage, Pacific Islander Heritage, East/
  Southeast/South Asian, Asian American, Heritage
  from the Indian Sub-Continent MEN National Harbor 5
  WOMEN Chesapeake A - C
- First Nations Heritage, Indigenous and Aboriginal People,
  Native American MEN and WOMEN Chesapeake D
- Greater Middle Eastern Heritage, Arab Heritage, West Asian
  Heritage, Middle Eastern or Arab or West Asian American
  MEN and WOMEN Chesapeake 10 - 12
- International—Citizens from Countries Outside
  of the U.S., Recent Arrivals to the United States
  MEN and WOMEN Chesapeake J & K
- Latino/a Heritage, Hispanic Heritage, Latino/a or Hispanic
  American MEN Potomac 4 - 6 WOMEN Potomac 1-3
- Multiracial Heritage, Multiracial American
  MEN National Harbor 3 WOMEN National Harbor 2
- Transracially Adopted MEN Chesapeake F
  WOMEN Chesapeake E
- White, European Heritage, European American
  MEN Woodrow Wilson B - D WOMEN Woodrow Wilson A
9:30 – 11:00 AM
Student-Led Adult/Student Dialogues

- Bermuda, Puerto Rico, Virgin Islands, Hawaii, and International National Harbor 6
- Colorado and ACIS Chesapeake 5 & 6
- Connecticut, CODIS, and SPHERE Annapolis 1 & 2
- Florida and FCIS Chesapeake D
- Maryland and AIMS MD/DC National Harbor 2
- Midwest and ISACS Woodrow Wilson B – D
- New England and POCISNE National Harbor 10 & 11
- New Jersey and NJAIS National Harbor 4
- New York and POCIS-NY Woodrow Wilson A
- North Carolina Chesapeake 7 – 9
- Northern California and NORCAL POCIS Potomac 1 – 3
- Pacific Northwest and NWAIS National Harbor 7 & 8
- Pennsylvania and Delaware Valley National Harbor 3
- South and SAIS (Alabama, Georgia, Kentucky, Mississippi, South Carolina, Central America, South America) Chesapeake 10 – 12
- Southern California and SOUCAL POCIS Potomac 4 – 6
- Southwest and ISAS Chesapeake A – C
- Tennessee and TAIS Chesapeake F
- Virginia and VAIS Annapolis 3 & 4
- Washington, D.C. and IE National Harbor 5

11:30 AM – 1:00 PM
PoCC/SDLC Closing Ceremonies with Michel Martin
Potomac Ballroom

See Martin’s bio at right.

- Performance by the PoCC Choir
- SDLC Report
- Introduction of Michel Martin by Tiffany Bridgewater, Lower School Head, Norwood School (MD)
- Presentation by Michel Martin
- 2014 PoCC/SDLC Host City Announcement

MICHEL MARTIN
HOST OF NATIONAL PUBLIC RADIO’S TELL ME MORE
CLOSING CEREMONIES SPEAKER
SATURDAY, DECEMBER 7
11:30 AM – 1:00 PM
Potomac Ballroom

Michel Martin has spent more than 25 years as a journalist first in print with major newspapers and then in television. The radio show Tell Me More marks her debut as a full-time public radio show host. Her words describe her belief in the power of public radio as a communication tool: “What makes public radio special is that it’s got both intimacy and reach all at once. For the cost of a phone call, I can take you around the world.” Martin joined NPR in 2006 after leaving ABC News, where she served as correspondent for Nightline, reporting on such subjects as the Congressional budget battles, the U.S. embassy bombings in Africa, and racial profiling and the aftermath of Hurricane Katrina. She contributed to numerous programs and specials, including the network’s award-winning coverage of 9/11, a documentary on the Anita Hill-Clarence Thomas controversy, a critically acclaimed AIDS special, and reports for the ongoing series America in Black and White. She reported for the ABC newsmagazine Day One, winning an Emmy for her coverage of the international campaign to ban the use of landmines, and was a regular panelist on This Week with George Stephanopoulos. She also hosted the 13-episode series Life 360, an innovative program that incorporated documentary film, performance, and personal narrative. She is a graduate of St. Paul’s School (New Hampshire).
On behalf of the Student Diversity Leadership Conference Faculty, welcome to the 2013 SDLC!

In 1993, who could have imagined that a student gathering from humble beginnings and great intentions would grow to become what we now lovingly call SDLC, one of the largest, most diverse, and most impactful gatherings of private school students nationwide! Who could have known the individual and institutional change that would come from the work of well over 10,000 students who have been served by its program. In hindsight, we should have seen from the very beginning the positive power of young people collected and committed for good. But now, as our theme for the 20th annual Student Diversity Leadership Conference states, “Foresight is 20/20,” and it is with this in mind that we will continue the awesome task of “Capitalizing On Our United State.”

Participants will be guided by a talented team of independent school educators, college students who are SDLC alums, and educational consultants. Students will deepen their “I” perspective by engaging in a curriculum centered on cultural identifiers, working in affinity groups, and connecting with participants from their region to create a strong network for their continued leadership at their schools. Our returning participants may seek the opportunity to serve as peer facilitators, taking a critical role in moving and shaping the dialogue that happens on site, or they may engage in an advanced group called Diversity 201. Our past participants have taken the learning back to their schools to open conversation, jumpstart regional efforts, and educate their peers. In joining us, you will find yourself in a network of some of the most committed student leaders in the country.

We are in an historic place at an historic time. No doubt we will take time to honor the progress that has been made in our schools, in our country, and in our world over these past two decades. At the same time, we will fortify ourselves in our vision of a world where justice prevails and pervades—one human interaction at a time. The 20 years behind us are incredible; the 20 years ahead of us are critical. We look forward to holding your hands and your hearts as we journey forward.

RODNEY GLASGOW
Head of Middle School, St. Andrew’s Episcopal School (MD)
SDLC CHAIR AND LEAD CURRICULUM FACILITATOR

OSCAR GONZALEZ
Program Director, Breakthrough Kent Denver (CO)
SDLC LEAD LOGISTICS FACILITATOR

COLLINUS NEWSOME
Director of Diversity & Senior Instructor, University of Colorado at Boulder—School of Education
SDLC LEAD FACULTY FACILITATOR
The Student Diversity Leadership Conference (SDLC) is an inclusive multiracial, multicultural gathering of upper school student leaders (grades 9-12) from around the country that focuses on self-reflection, allyship, and community building. Led by a diverse team of trained adult and peer facilitators, participants develop an appreciation of their own identities, build effective cross-cultural communication skills, better understand the nature and development of effective strategies for social justice, and practice expression through the arts, while networking with their peers.

In addition to large group sessions, SDLC further creates a safe, supportive environment by organizing participants into cross-sectional teams of 60 known as “family groups,” each of which is led by two adult facilitators. Each family group is further divided into small “home groups,” where intense dialogue and sharing take place, guided by trained peer facilitators, who take a critical role in moving and shaping the experience of all students.

SDLC participants will join PoCC participants for the Thursday opening ceremonies and Saturday closing ceremonies. Culminating experiences will include joining together on Saturday morning with PoCC attendees for student-facilitated dialogue sessions designed to explore concepts and themes of equity and justice in our schools. Highly rated in conference evaluations, everyone is encouraged to attend and support these opportunities for cross-generational work.

**PEER FACILITATORS**

Students who have attended SDLC before are eligible to take on a leadership role by serving as peer facilitators. Peer facilitators will be trained on-site on Wednesday, December 4, 6:00 – 10:00 PM (Woodrow Wilson B&C). *Dinner is included.* An additional training is scheduled on Thursday, December 5, 7:00 – 7:45 AM (Chesapeake D) for late arrivals.

**DIVERSITY 201**

Returning students not serving as peer facilitators will join an advanced family group called Diversity 201. Diversity 201 is a specialized experience designed to allow returning participants an opportunity to dig deeper into issues of identity, power, privilege and allyship.

**SDLC CHAPERONES**

Schools are required to send a chaperone(s) with their student delegation. Chaperones are expected to:

- Attend one of the chaperone orientation sessions on Wednesday, December 4, 6:00 – 6:45 PM (National Harbor 3), 9:15 – 10:00 PM (National Harbor 3), or Thursday, December 5, 7:00 – 7:45 AM (Chesapeake A&B).
- Ensure students attend all SDLC activities.
- Arrange for students’ meals not included in the SDLC registration.
- Be responsible for their students during conference designated free times.
- Meet students at designated points and times.
- Support and enforce the Student Conduct Agreement, including participation requirements and adherence to curfew.
- Be on call at ALL TIMES during the conference.

**SDLC MEALS**

Student delegates will receive lunch and dinner on Thursday, December 5, and lunch and dinner on Friday, December 6. Thursday through Saturday breakfasts are not included with student registration. Chaperones are expected to have breakfast with SDLC delegates.
THANK YOU!

2013 POCC CO-CHAIRS AND LOCAL COMMITTEE

The success of this year's PoCC and SDLC is due in large part to the countless hours of assistance given by the Washington-area independent schools that hosted local committee meetings with meals and refreshments, the local committee, and most especially the three co-chairs. They promoted the conferences, garnered corporate sponsorships, developed the conference general sessions, approved PoCC workshops, and supported conference logistics. Meeting regularly since February 2013, these individuals, their heads of school, and their school communities deserve our deepest gratitude.

TIFFANY BRIDGEWATER, Norwood School (MD) Co-Chair

PILAR CABEZA DE VACA, Madeira School (VA) Co-Chair

CHRIS LEVY, Georgetown Day School (DC) Co-Chair

LISETTE OSORIO-BLADUELL, Beauvoir (DC) Co-Chair

DESMOND BEACH, Field School (DC)

MICHELLE BELTON, Lowell School (DC)

BRENTA CRAWLEY, Sandy Springs Friends School (MD)

BARRY DAVIS, Flint Hill School (VA)

BOBBY EDWARDS, McLean School (VA)

SUSAN EPPS, Maret School (DC)

DEBORAH HAAG, Green Hedges School (VA)

KATHY HEYDER, Alexandria Country Day School (VA)

JOCelyn JOHNSon, Green Acres School (MD)

KIRK LA RUE, Park School of Baltimore (MD)

PEGGY LAURENT, Langley School (VA)

BONITA LEA, Browne Academy (VA)

CAROLYN LEWIS, Episcopal High School (VA)

DAVID MARCUS, Washington International School (DC)

CONSTANCE MATTOX, Madeira School (VA)

JENNIFER MITCHELL, Sidwell Friends School (DC)

TORIA SIMPSON, Capital Hill Day School (DC)

ERICA THOMPSON, St. Patrick’s Day School (DC)

DAGUE TIRADO, Georgetown Preparatory School (MD)

GAIL WHITLEY, Holton-Arms School, Inc. (MD)

2013 SDLC LEADERSHIP AND FACULTY

NAIS gratefully acknowledges the 2013 SDLC leadership and faculty for their commitment and creativity in nurturing and providing for the empowerment of independent school student diversity leaders and advocates.

RODNEY GLASGOW, St. Andrew’s Episcopal School (MD) Chair And Lead Curriculum Facilitator

OSCAR GONZALEZ, Breakthrough Kent Denver (CO) Lead Logistics Facilitator

COLLINUS NEWSOME HUTT, Aurora Public Schools (CO) Lead Faculty Facilitator

ROHAN M. ARJUN, St. Mark’s School (MA)

HAMILTON BOiggs, Branson School (CA)

NOAH CHO, Marin Country Day School (CA)

CECILIA COATS, Denver Public Schools (CO)

JULIAN CORREA, Loyola University (LA)

NNAEMEKA (EMEKA) EKWELUM, Belmont Hill School (MA)

JOSE FILPO, Florida International University (FL)

ANDREW FIREstone, Kenyon College (OH)

RACHEL FLORES, Episcopal High School (VA)

JAMOR GAFFNEY, Communications Consortium Media Center (MD)

JOHN GENTILE, The Berkeley Carroll School (NY)

ALEXANDRA HALLADAY, University of Chicago (IL)

CATHERINE HARWOOD, Mt. Holyoke College (TX)

TANYNYA HEKYMARA, University of Southern California (CA)

MASON Hsieh, Harvard University (MA)

JASMINE JENNINGS, Northwestern University (IL)

KALEY MANSOUR, Montessori School of Raleigh (NC)

LORRAINE MARTINEZ HANLEY, Indian Creek School (MD)

JARED WILLIAMS, Potomac School (VA)

DIANE NICHOLS, Worcester Academy (MA)

KELEY PACHA, Pacific School of Religion (CA)

JOSIE PAOLELLO, Morristown Friends School (NJ)

LAUREN JILLIAN STEWART, The Spence School (NY)

MORIKA TSUJIMURA, Bank Street School (NY)

KORDE A. TUTTLE, University of North Carolina (NC)

DIWIGHT VIDALE, Riverdale Country School (NY)

KEMEYAWI WAHPEPAH, uncommon Schools (NY)

JESSICA WILSON, Tufts University (MA)

TERREL WINDER, University of California (CA)
CALL TO ACTION (CTA)

The mission of the Call-to-Action (CTA), NAIS’s national think tank and advisory council on diversity, is to:

- address current and emerging issues of equity and justice in independent schools;
- support the creation of healthy inclusive and equitable educational communities;
- identify best practices and assist in the development of sustainable initiatives and action steps for NAIS and its member schools; and
- provide opportunities for mutual support and professional development for its membership.

A substantial portion of the work of CTA is to collaborate with the PoCC Local Committee Co-Chairs and NAIS staff in developing the theme and content areas for PoCC and SDL. NAIS appreciates the members of 2013 CTA for their contributions to this year’s conferences.

JULIAN BRAXTON, The Winsor School (MA)
Tiffany Bridgewater, Norwood School (MD)
OLIVIA BROWN, Independent School Alliance for Minority Affairs (CA)
PAMELA BUCHANAN MILLER, The Latin School of Chicago (IL)
CRISSY CACERES, Abington Friends (PA)

JOHNNIE FOREMAN, Gilman School (MD)
RAFHAIA FOSTER, St. Peter’s School (PA)
RODNEY GLASGOW, St. Andrew’s Episcopal School (MD)
JACKIE HAMILTON, Tower Hill School (DE)
CAROLYN LETT, The Roeper School (MI)

CHRIS LEVY, Georgetown Day School (DC)
DONNA LINDNER, Agnes Irwin School (PA)
MONIQUE MARSHALL, Wildwood School (CA)

PAM BUCHANAN MILLER, The Latin School of Chicago (IL)
CRISSY CACERES, Abington Friends (PA)

AMANI REED, The School at Columbia University (NY)
PAT REYNOLDS, St. John’s School (TX)

STEPHANIE ROYAL, New Canaan Country School (CT)
BRIAN SMITH, Middlesex School (MA)

JACK SOLIMAN, St. John’s School (TX)
MATTHEW SUZUKI, Rye Country Day School (NY)

CAROL SWAINSON, The University of Chicago Laboratory School (IL)

STEVEN TEJADA, Noble and Greenough School (MA)

CHRIS THINNES, Curtis School (CA)
KISHA WATTS, The Taft School (CT)

STEPHANIE ROYAL, New Canaan Country School (CT)
ANITA SANCHEZ, Sanchez Tennis & Associates

KIT TENNIS, Sanchez Tennis & Associates

EXPERIENT STAFF

JOY WOMACK, director, Event Management

NAIS ONSITE STAFF

EFREM ABATE, staff accountant, Finance

AMY AHART, director, Annual Conference

EMILIA AYON, communications manager, Professional Development

CAROLINE G. BLACKWELL, vice president for Equity and Justice

JANYCE BRYANT, director, Administration and Facilities

JOHN CHUBB, president

VIVIAN P. DANDRIDGE, managing director, Member Services

BETH KLEIN, director, corporate and donor relations

GEORGE MENDEL, senior director, Network Systems & Operations

PAUL MILLER, senior director, Global Initiatives

DONNA OREM, chief operating officer

ARI PINKUS, associate editor of publications

JAY RAPP, interim vice president, Professional Development

JOHN RODRIGUEZ, vice president, Information Technology

ZOE SHERLICK, vice president, Marketing

FLOYD SMITH, member services associate, Member Services

AMADA TORRES, vice president, Studies, Insight and Research

DEBRA WILSON, legal counsel

TINA WOOD, director of team administration and logistics, Equity and Justice
Every day, we connect independent schools with great educators.

CalWest Educators Placement offers a highly responsive and personal approach to educator placement. Leading independent schools in California and the West rely on CalWest. You can, too.

Proud sponsors of keynote by Daniel Hernandez, Jr.

Connect with us during PoCC. Reception on Thursday evening. Call 310-804-1906 for details.

“The staff at CalWest are genuinely interested in finding teachers a happy fit at a new school... I especially applaud them for their personalized attention.”

—Rebecca Killian, Middle School Latin Teacher, Town School for Boys

CalWest Educators Placement

www.CalWestEducators.com
info@calwesteducators.com
818-906-2972
Making the Match...

- Recruitment and Placement of Teachers and Administrators
- Executive Search for Heads of School and Top Administrators
- Consulting Services for Boards, Heads and Leadership Teams

Recruitment, Executive Search, and Strategic Consulting Services to Independent and Like-Kind Schools world-wide since 1977

Carney, Sandoe & Associates

www.carneysandoe.com • Making the Difference

44 Bromfield Street, Boston, Massachusetts 02108 (T) 617.542.0260 (F) 617.542.9400

www.educatorsally.com
914-666-6323
Gold Sponsor of Daniel Hernandez Jr. presentation.

Placement Services for Faculty and Administrative Positions

Our member schools offer the most competitive salaries and support structures for full-time faculty, plus full and sometimes creative benefits (moving, down payment, etc.). Administrative salaries are negotiated on a different scale and StratéGenius has been exceptionally successful at placing administrators of color.

StratéGenius works with effective educators of all backgrounds, particularly under-represented educators: women in math/science, men in elementary, people of color in all areas. Our organization has over 20 years experience in placing candidates, negotiating contracts and networking opportunities for candidates. The difference is in the service: with a national reach, you have access to a wider, hand-picked pool of opportunities than a regional firm can offer, and personalized service you cannot receive from a massive, traditional firm. You will benefit from StratéGenius.org’s name recognition, strong relationships and a solid reputation for results built by founder and President Orpheus Crutchfield, who gives each candidate the personalized attention s/he deserves.

Benefits of working with StratéGenius
We have a solid reputation for personalized service with both candidates and schools. As a national boutique firm, we screen schools for effectiveness and commitment to diversity. Please check out our brand new website at www.strategenius.org, which reaches over 6,000 administrators, faculty and other educational leaders. The geographic reach of our member schools is nationwide, and includes: MA, NY, PA, DC, MD, VA, NC, FL, GA, LA, TN, AZ, IL, GA, WA, OR and all over California.

Send resume and cover letter to:
Orpheus S. L. Crutchfield, President
TEL: 510-685-0861
FAX: 309-213-6336
orpheus@strategenius.org
2342 Shattuck Avenue, #335
Berkeley, CA 94704
ADVERTISEMENTS

Next Door
restaurant + bar
1211 U Street, NW
202-667-8880
www.bensnextdoor.com
Lunch M-F 11-4
Saturday and Sunday Brunch 11-3
Exceptional Dinner starting at 4pm
Great Happy Hour from 4-7pm
Late Night Menu Nightly

Great Food, Fun Times! 53ft. full bar,
11 draft lines, signature cocktails, 9 LCD TV’s,
cool music & NFL Sunday Ticket

Ben’s Chili Bowl
1213 U Street, NW • Washington, DC
Since 1958
Serving you for over 51 Years
Now shipping our half-smokes,
chili’s, and merchandise online at
www.benschilbowl.com
202-667-0909

Great teachers make all the difference.

For nearly 150 years, Fay classrooms have been filled with skilled,
passionate, and creative teachers committed to helping children
establish a solid foundation for a productive and fulfilling life.

Fay School seeks candidates who will thrive in a setting that
embraces both tradition and innovation, and who reflect and support
the racial, cultural, and gender diversity of our school community.

In addition to full-time employment, Fay offers teaching apprentice-
ships for new educators with collegial mentors, a robust professional
development program, and a close-knit residential community with
on-campus housing options. Contact us to learn more.

Fay School
Southborough, MA
508.485.0100
fayjobs@fayschool.org
www.fayschool.org/jobs

ABOUT FAY SCHOOL Located just 25 miles west of Boston, Fay
School is an independent, co-educational school serving students in
Pre-Kindergarten through grade nine. Fay offers a broad and balanced
academic program that provides enduring skills for a changing world.
The boarding program, an option for students in grades seven through
nine, is an integral part of school life, uniting students from across
the United States and around the world in a lively, diverse, and truly
multicultural community.
**JOHNS HOPKINS**  
**CENTER FOR TALENTED YOUTH**  

**Summer Employment Opportunities**  
for Experienced School Administrators and Teachers

**CTY offers**
- Rewarding work and competitive salary
- High ability students grades 2-12
- Residential and day programs
- 24 east and west coast locations

**Available positions include**
- Site Director
- Academic Dean
- Dean of Residential Life / Dean of Students
- Academic Counselor
- Instructors and Teaching Assistants

**Core dates for 2014**
Session 1: June 23 - July 19  
Session 2: July 19 - August 9

Learn more and apply at  
cty.jhu.edu/jobs/summer

---

**STANLEY H. KING COUNSELING INSTITUTE**  
FOR INDEPENDENT SECONDARY SCHOOLS

**2014 SUMMER INSTITUTES**

**JUNE 24-29**  
BROOKS SCHOOL, NORTH ANDOVER, MA

**AUGUST 3-8**  
FOUNTAIN VALLEY SCHOOL, COLORADO SPRINGS, CO

**Making Relationships That Help Students Grow**

Designed for teachers and other school personnel with little or no formal training as counselors, the Stanley H. King Counseling Institute focuses on deepening the relationship between student and teacher in ways that will foster the student’s growth and learning.

JOIN US for a summer residential institute, where for over 50 years we have been offering educators an intensive and transformative experience through which they learn to help students navigate the adolescent passage.

**YOU WILL LEARN:**
- Counseling skills for non-counselors  
- In teaching  
- In advising  
- In discipline
- Normal adolescent development  
- Diversity in schools: race, gender, ethnicity  
- Sexuality and sexual orientation
- Serious trouble  
- Anxiety, depression, and the threat of suicide  
- Understanding acting out  
- When and how to call for help

**“**The Institute surpassed all of my expectations.**”**
- Topics were very relevant and expertly attended to.
- Open and giving, fabulous faculty to learn from.
- Unlike any other professional growth experience I’ve had. Spiritual, emotional, practical and fun.

**www.shkingcounseling.org**

Or contact institute Director, Ellen Porter Honnet, Ed.D, 617-969-3451, dr.ellenporterhonnnet@earthlink.net
Shaping the leaders who shape the world

At Columbia University’s Klingenstein Center at Teachers College we encourage independent school educators to forge a path to educational leadership in our programs. Build your skills, achieve your goals and join a network of distinguished leaders in independent and international schools around the world.

Find out more at the Klingenstein POCC Reception for Alumni and Friends
Thursday, December 5, 6:30-7:30 pm, Residence Inn National Harbor, 192 Waterfront St

Full-year and Two summers master’s degree programs
Fully funded two-week fellowships for Early Career Teachers and Heads of Schools

Klingenstein Center for Independent School Leadership   Teachers College, Columbia University
525 West 120th Street, New York, NY 10027   212-678-3156   www.klingenstein.org

MARET
THE INDIVIDUAL    Integrity
Connectedness    Creativity
JOY    Excellence    Respect

For more information, contact Assistant Head of School Susan Epps at sepps@maret.org.

www.maret.org
635 students, K-12 co-ed day school on one campus
3000 Cathedral Avenue, NW, Washington, DC 20008
NAIS INSTITUTES 2014

IMMERSIVE LEARNING, EXCEPTIONAL RESULTS

Diversity Leadership Institute (DLI)
June 22–28, 2014
Episcopal High School
ALEXANDRIA, VA

Institute for New Heads (INH)
July 6–12, 2014
Emory Conference Center
ATLANTA

School Leadership Institute (SLI)
July 29 – August 1, 2014
Episcopal High School
ALEXANDRIA, VA

Registration opens in January.

The Prep School Negro

a film by André Robert Lee

5 Year Return to NAIS POCC/SDLC

“This powerful documentary will change you, so view with care and caution.”
Irene McHenry, Ph.D., Friends Council on Education

Book today for a powerful workshop.
Educators: Connect with a Worldwide Group of Employers
Employers: Connect with a Worldwide Group of Educators

SchoolSpring recognizes and values the diversity of all education professionals, students and community.

Members can feel confident that their SchoolSpring postings are reaching a diverse audience, which is attributed in part by SchoolSpring’s active recruiting efforts. The representation of minority candidates in the SchoolSpring candidate pool is equal to, and in some cases higher than, the general representation of all minority educators in the industry.

For information/consultation contact: steve@schoolspring.com or go to http://www.schoolspring.com/services/empsignup.cfm

Continue the Learning and Leading After POCC/SDLC
The CTTL Workshop Series
BECAUSE EXCEPTIONAL TEACHERS KNOW HOW THE BRAIN LEARNS
To register on-line or for more information go to www.thecttl.org

Diversity in the DMV - A Regional Student Conference
$35.00 per student
January 24, 2014

Led by Rodney Glasgow, Chair of NAIS Student Diversity Leadership Conference

Creating Innovators through Design Thinking
$735 per participant
June 18-20, 2014

Developing Global Citizens: Bringing Purpose and Innovative Thinking to Foreign Language Teaching and Learning
$735 per participant
June 18-20, 2014

TAKOM: The Principles and Strategies of Neuroeducation
$735 per participant
June 23-25, 2014

National Diversity Directors Institute
$735 per participant
June 23-25, 2014

Discounts for groups of 3 or more
Local lodging at conference rate
Graduate credit and CEUs available
SAVE THE DATE!
PoCC/SDLC 2014
INDIANAPOLIS, INDIANA | DECEMBER 4 – 6, 2014

CONFERENCE SPONSORS

GOLD SPONSORS

CalWest Educators Placement
www.calwesteducators.com
(818) 906-2972
Connecting educators with independent schools is our passion. We succeed through a commitment to diversity, professionalism, and personal attention. Are you curious about future options? Contact us to realize your potential.

Carney, Sandoe & Associates
www.carneysandoe.com
(617) 542-0260
CS&A provides faculty and administrator recruitment, leadership search, and strategic consulting services to independent, international, and like-kind schools. Founded in 1977, CS&A is recognized as the preeminent recruiter of teachers and administrators.

Educator’s Ally
www.educatorsally.com
(914) 666-6323
Educator’s Ally connects teachers, administrators, and senior leaders with private schools in New York City, the tri-state area, and boarding schools throughout New England. Founded in 1975, EA has a highly personalized approach to recruiting that is valued by schools and candidates alike.

StratéGenius
www.strategenius.org
(510) 685-0861
StratéGenius specializes in placing exceptional administrators and faculty of color nationally in independent and charter schools proven to value diversity and inclusion.

SILVER SPONSORS

American Promise
www.AmericanPromise.org
(718) 243-9300
The film American Promise follows the journeys of two African-American boys and their families, chronicling their divergent paths from kindergarten through graduation at Manhattan’s Dalton School.

Ben’s Chili Bowl
www.benschilibowl.com
(202) 667-0909
Ben’s has been serving everyone from Bill Cosby to Duke Ellington to President Obama for over 55 years. A must visit when in DC!

The Center for Transformative Teaching and Learning
www.thecttl.org
(301) 983-5200, ext. 322
The Center for Transformative Teaching & Learning promotes innovative, research-driven teaching that develops each student’s potential as a learner.

Point Made Films/
The Prep School Negro
theprepschoolnegro.org
(970) 927-4249
Point Made Films is the sponsor of the Friday Film Screening of The Prep School Negro. André Robert Lee, director and producer, has visited more than 200 institutions in the U.S. and abroad screening the educational version of the documentary.

Welcoming Schools
www.welcomingschools.org
(202) 572-8954
Sponsor of Heads of Color Luncheon
Welcoming Schools is an LGBT-inclusive approach to improve school climate with tools and resources to embrace family diversity, avoid gender-stereotyping, and end bias-based bullying in schools.

WASHINGTON, D.C.

GDS
www.gds.org
(202) 274-3200
GDS honors the integrity of each individual in our diverse school community. Our teachers challenge the intellectual, creative, and physical abilities of students and foster strength of character and concern for others.

CONFERENCE SPONSORS

NAIS and PoCC/SDLC extend gratitude and appreciation to the following generous corporate sponsors.