

<p>ORGANIZATION:</p>	<p>National Association of Independent Schools</p>
<p>Who are your members? Students, professionals, others? What are their race, gender, and ethnicity?</p> <p>What is your current representation of people of color in governance roles?</p>	<p>NAIS has 1300 member schools nationally. This membership includes faculty, heads, administrators and board chairs. Faculty of color make up 12% of the national average and administrators of color make up 8.8%. Of a total of 15% of people of color working in our member schools (this number includes instructional support and other) 11% are women and 8% are men. Ethnicities include African American, Asian America, Hispanic American, Multi-racial, Native American and Middle Eastern.</p> <p>As for NAIS, our board has 22 members, three of whom are African American, three of whom are Asian American, and the rest Caucasian/European American. Eight of the 22 are female. As for the NAIS staff, we have a total of 44 staff members, 15 of whom are African American, 4 Latino/Latina-Hispanic, 2 Asian American, 1 Eastern European and the rest Caucasian/European American. We have 25 female employees and 19 male employees.</p>
<p>What programs, structures and statements do you have to promote inclusion of people of color in the organization?</p> <p>What programs do you have to promote inclusion of people of color in leadership roles?</p>	<p>We have several statements that promote the inclusion of people of color. Our non-discrimination policy states: <i>NAIS has an institutional commitment to the principles of diversity. In that spirit, NAIS does not discriminate in violation of the law on the basis of race, religion, creed, color, sexual orientation, age, physical challenge, nation of origin, gender, or any other characteristic.</i> The NAIS Leadership Education and Diversity Team’s mission is: Serving independent school administrators, boards, associations, and diversity professionals by offering state of the art diversity programs and services for building and sustaining inclusive school communities. Please click the following link to view the Principals of Good Practice we recommend to schools and regional associations.</p> <p>Programs include the Summer Diversity Institute, The People of Color Conference and Student Leadership and Diversity Conference, School Leadership Institute and Fellowship for Aspiring Heads which we encourage faculty of color to participate, and Leadership Seminar: Developing and Mentoring Leaders of Color. The People of Color Conference has about 2,000 adult attendees and the Student Diversity Leadership Conference has over 1,000 student attendees. The Leadership Seminar is a pre-conference event for the People of Color Conference.</p> <p>Another program, Call-to-Action, is a diversity think tank comprised of diversity practitioners from member schools.</p>

	We also have a tool called AIM (Assessment of Inclusivity and Multiculturalism) . AIM was introduced to member schools in November 2005. Since then, 29 member schools have completed the assessment tool.
When did these programs and structures that promote inclusion and diversity come into being?	This year will mark the 20 th People of Color Conference and the 14 th Student Diversity Leadership Conference. The summer diversity institute began in....
How do concerns about diversity determine where you meet and why?	We determine the location of PoCC/SDLC based primarily on getting the best rates from hotels and convention centers. However, we also take into account the accomplishments in diversity from member schools in the cities we consider as we use representatives from those schools to make up the local committee.
How do you hold people accountable for progress toward meeting goals of racial and ethnic diversity?	We recommend best practices to member schools and regional associations who accredit their member schools. NAIS is not an accrediting body.
Why is diversity valued in your organization? Was there an event or a triggering action that brought this to the forefront?	This information can best be found by visiting the Equity and Justice section of our web page and reviewing our Principles of Good Practice for Equity and Justice .
How effective have your programs and structures been? How do you know? How is this measured?	We track the number of people of color who work in independent schools who eventually take on leadership roles. This number has been steadily increasing over the last 20 years. We have also seen an increase of the number of diversity programs and practitioners who work diligently to increase and maintain inclusive school communities.
Other information:	
Submitted by: Jay Rapp, Director of Programs, Leadership Education and Diversity	

People of Color Conference

In November 2006, the NAIS board reaffirmed the mission and purpose of the People of Color Conference (PoCC) and Student Diversity Leadership Conference (SDLC) by passing a new resolution: "The NAIS Board affirms the following for the People of Color Conference (PoCC) sponsored by NAIS: 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. Its focus should be on providing a sanctuary and networking opportunities for people of color and allies in independent schools as we build and sustain inclusive school communities."

NAIS addresses two important needs at PoCC and SDLC: the need for people of color to come together for networking and support, and the need for schools to find ways to build and sustain inclusive communities. Both PoCC and SDLC serve as energizing, revitalizing gatherings for people who experience independent schools differently. Teachers, students, and administrators of color from across the nation and from foreign countries, along with Caucasian/White allies and participants, gather to celebrate, nurture, and activate representative diversity, multiculturalism, and equity and justice for independent schools. PoCC brings together a diverse group of people from independent schools: Asian/Asian Americans, Black/African Americans, First Nation/Indigenous/Native Americans, International Participants, Latino/Hispanic Americans, White/Caucasian/European Americans. Together, they share the challenges and rewards central to their experiences in independent schools. Robert Witt, executive director of the Hawaii Association of Independent Schools (HAIS), said it best when he reflected on his experience at the PoCC 2002 (Chicago): "We learned that the People of Color Conference is a community with a sense of belongingness. We learned that it is a community which is a safe place to express one's own self among dear friends and colleagues. There is a goodness and a caring, a breathing in and a breathing out which creates a harmony and a sense of something very nurturing and very healing."

In a recent survey of heads of school, 90 percent indicated that PoCC and SDLC energize and revitalize people of color in independent schools. A majority of heads report that PoCC and SDLC participants have implemented new programs, activities, and services at their school as a result of attending the conferences.

Please click on the following links for more information about the People of Color Conference and the importance of maintaining its integrity.

[White Paper: 2006 PoCC Dilemma](#)

[2007 Redesign Letter](#)

[PoCC Redesign Report](#)

