



## **Committees of the Board**

### ***Anti-Bias/Anti-Racism Board Committee:***

The Anti-Bias/Anti-Racism (ABAR) Committee of the Board is responsible for ensuring that City Garden is fulfilling its commitment to being an anti-biased/anti-racist institution and guiding the organization in implementing this component of its mission. Specifically, the ABAR Board Committee will:

- Analyze City Garden's governance components—its policies, structures, and processes—through an ABAR lens and identify and prioritize areas to revise and change.
- Develop a process for organizational evaluation related to anti-bias/anti-racism. The evaluation process will be outlined during the 2014-15 school year and step one of its implementation will begin in the 2015-16 school year.
- Work with administration and faculty to analyze school wide data and outcomes to assess additional areas for development in order to strengthen the school's ABAR commitment.
- Develop a mechanism for staff, parents, and students to share and/or report incidents of discrimination and micro-aggressions, as well as a process to respond to such incidents.
- Identify and assemble resources (organizations, curricula, books, websites, individuals, etc.) to support City Garden's implementation of ABAR principles.
- Stay abreast of the work of the faculty ABAR committee and the PAC Diversity Committee, working in collaboration with these committees to fulfill City Garden's ABAR commitment.
- Work with administration to guide City Garden's role within the larger (external) community to lead and/or promote anti-bias/anti-racism education, training, and dialogue.