



December 5, 2022

Sanje Ratnavale
President
OESIS Network, Inc.
122 Ocean Park Boulevard, Suite 309
Santa Monica, CA 90405

Dear Sanje,

Strategic DEI Inclusion Capacity Building & Planning Reference

Like most schools, Rutgers Prep (RPS) has a complicated range of programs and activities each of which requires money, space, and time; and there is never enough of any of these three resources.

Our DEIB work has not stretched our budget and we certainly can identify space opportunities to support this priority. But finding time is always a challenge. That is why our partnership with OESIS/Six Seconds has been so rewarding.

We engaged a project team of 3 from the partnership with 2 additional senior partners overseeing the relationship and the work. Our partnership with OESIS/Six Seconds will be 2 years in March of 2023. The team at OESIS/Six Seconds themselves have effectively modeled the skills of inclusive collaboration. The purpose of the engagement was:

- to develop a school-wide comprehensive strategic and programmatic plan that links DEI and SEL to the school's mission; and to:
- measurably improve Rutgers Prep School's core value of Inclusion
- embed and employ DEI and SEL competencies for school improvement

To accomplish that both in the present and in a sustainable manner, we must make prudent use of time. Our approach has been to broaden the base of leadership in our DEIB efforts rather than rely on a single individual or department charged with guiding our efforts. From this broad base of faculty leaders supported by and mentored by OESIS/Six Seconds, we have developed an approach that has focused on faculty training in the area of Emotional Intelligence, Social Emotional Learning (SEL) and Leadership to form a common foundation from which potentially difficult conversations about DEIB can occur.

A series of teaching modules which are explored by faculty professional learning groups form this base. These custom modules are specific to our community and have been designed in partnership with OESIS/Six Seconds to be relevant to us. (An essential advantage of this approach is that any faculty/staff member who joins us in the future can take advantage of these modules in self-directed training at their own pace so that the experience, vocabulary, and involvement are not lost in transition.)

The result is a common capacity that is embraced by faculty from all divisions and departments as well as by staff across all offices. And from this capacity for teachers, staff, and leadership, we are now on a path to formulating associated competencies around DEIB that will be implemented in the classroom for students and through all our programs and from admissions, hiring, and extra curriculars: this is a deep and integrated process. The goal is a genuine institution-wide alignment of inclusion-related competencies that are mission-based and are reflected intentionally in the full range of activities we design and the conversations we facilitate.

Since we are building a sustainable process, the collection of data and the on-going interpretation and discussion of that data is a key component of our approach. This is an area where OESIS/Six Seconds have been of significant assistance. Their capacity building assessments include normed, validated data, measuring individual and group leadership competencies (i.e., in emotional intelligence and cultural competence). The data becomes actionable as established committees on campus adjust their goals based on the feedback and as we move towards a DEI dashboard.

Our approach has not been without challenges, but RPS is proud of the work we are doing to create capacity for our faculty and staff so we can support our students, alumni, and parents. OESIS/Six Seconds have provided through written, virtual, and in-person guidance, the expertise to work with us individually, in small groups, in large groups, and as a collective whole so that the time we spend is relevant, useful and most importantly, efficient.

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Loy', with a stylized flourish at the end.

Steven Loy
Head of School