Introductions

Ashley Armato
- College Counselor at Palmer Trinity School in Miami, FL
- Co-ed, Independent Day School, grades 6-12, 780 students
- Inclusion and Equity Coordinator
- Student Diversity Committee Advisor
- Co-Founder of Women of Color in Admissions
- Former Latinx SIG Co-Leader
- ACCIS Diversity & Inclusion Committee Member
- Incoming SACAC Board Member
- SCS Noonan Scholars Summer Academy Director

Marisol Sardina
- College Counselor at Miami Country Day School in Miami, FL
- Co-ed Independent Day School, grades PK3-12, 1280 students
- Upper School Representative, CHANGE (Creating Healthy Acceptance & Global Equity)
- Faculty Sponsor of Girl Up and BSU
- Teacher, AP English Language
- Creator & teacher, Women’s & Gender Studies
How did we get involved in diversity, equity, and inclusion work?

- Our own college admissions journeys
- Undergraduate experiences
- Our work with students in the classroom as teachers
- Our work with students as college counselors
The road to Diversity, Equity and Inclusion at Palmer Trinity

- SDLC & POCC
- Appointment of a Diversity and Hiring Director in 2012
- Introduction of MOSAIC in 2013—Mosaic is an Inclusivity Curriculum that is integrated into the Advisory program in grades 6th through 12th which has the purpose of raising awareness on and affirmation of identity discussing issues pertaining to diversity and inclusivity.
- Development of a Student Diversity Committee in 2014
- Development of the Diversity Peer Educator Program in 2015
- Appointment of Equity and Inclusion Co-Coordinators in 2016
- Introduction of Faculty Lunch Seminars in 2017
- Establishment of our first BSU in 2018
● Committed to sending students and faculty to the People of Color Conference (POCC) and Student Diversity Leadership Conference (SDLC).

● Network of affinity groups in Upper School including Gender and Sexuality Alliance (GSA), Black Student Union (BSU), Best Buddies, Girl Up, Jewish Student Club (JSC), and the Latin American Student Organization (LASO).

● In 2017, the affinity groups came under the umbrella organization, CAUSE, (Creating Awareness, Understanding, and Social Equity).

● Created CHANGE (Creating Healthy Acceptance and Global Equity), a group comprised of 9 faculty and staff members from across campus charged with creating educational programs and opportunities for the entire faculty, staff, and administration.

● In 2017, the Upper School created a forum entitled Pizza with a Point, during which students voluntarily come together at lunch to discuss whatever issues related to diversity and inclusivity they feel are most important.
Creating a Culture of Inclusion

- Establishing a compensated director or coordinator who focuses on DEI work
- Tying DEI work to your school’s mission
- Ensuring your curriculum highlights diverse perspectives and authors
- Faculty and Board Training
- Hiring
- Creating Curriculum
- On-going celebration of heritage and identity months beyond the 3 F’s: Food, Festivals, and Flags
- Networking and developing programs with regional schools
- Establishing institutional commitment and inspiring student contributions
Tying our DEI work back to College Counseling

“The Scandal”

- What the College Admissions Scandal means to students of color, low-income students, and first-gen students
- Empowering students of color throughout the application process
  - Affirmative Action in Admission
  - Trauma for Sale Essays
Developing Inclusive College Counseling Programming

- College Informational Sessions in Spanish
- Financial Aid Workshops
- College Nights aimed at First-Gen populations
- Partnering with CBO’s and local public schools