CSG is...

• Independent Day School
• Founded in 1898
• Serving girls age 3 to grade 12 throughout central Ohio
• Main campus located in Bexley, OH
• Athletic Kirk Campus on Cassady Ave
• 100-acre nature preserve Cynthia’s Woods in Gahanna
What We Do

Mission: Empowering girls to discover their distinct potential as learners and leaders.

Promise: She will know her power.

Motto: *Forte et Gratum* Strength and Grace
Learning & Leading at CSG

Student-centered academics

Voice

Culture of opportunity

Social Emotional & Wellness

Columbus School for Girls She will know her power.
Why all girl?
According to the National Association of Girls Schools (NCGS)

Research shows:

- Increased confidence
- Heightened career aspirations
- Belief in self and capabilities

Columbus School for Girls  She will know her power.
# CSG Student Body Composition

**Who we serve**

**2018-19**

<table>
<thead>
<tr>
<th>Grade</th>
<th>Girls</th>
<th>Students of Color</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower School</td>
<td>154</td>
<td>35%</td>
</tr>
<tr>
<td>Middle School</td>
<td>127</td>
<td></td>
</tr>
<tr>
<td>Upper School</td>
<td>218</td>
<td></td>
</tr>
</tbody>
</table>

- 14% African American
- 9% Asian/Pacific Islander
- 2% Latino/Hispanic
- 2% Middle Eastern
- 8% Multi-Racial

- $1.8 million in financial aid to 30% of students

- 51 zip codes
- 31 school districts
Our African American Students

- 46 African American students between the ages of 11 and 18 (Forms V-XII)

<table>
<thead>
<tr>
<th>All Divisions</th>
<th>Students of Color</th>
<th>Percentage of Total</th>
<th>African-American Students</th>
<th>Percentage of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>PYC (65)</td>
<td>25</td>
<td>38%</td>
<td>11</td>
<td>17%</td>
</tr>
<tr>
<td>LS (154)</td>
<td>59</td>
<td>38%</td>
<td>26</td>
<td>17%</td>
</tr>
<tr>
<td>MS (127)</td>
<td>50</td>
<td>39%</td>
<td>21</td>
<td>10%</td>
</tr>
<tr>
<td>US (218)</td>
<td>64</td>
<td>29%</td>
<td>22</td>
<td>14%</td>
</tr>
</tbody>
</table>

African American Students represent 40% of all students receiving Financial Aid. Of the 80 African American Students, 52 or 65% receive some form of financial aid and 35% pay full tuition.
100% Graduation and College Acceptance Rates

$19.35 Million Scholarship Offers in Past 3 Years

Columbus School for Girls

She will know her power.
Challenges for African American Students

• Being a Black girl in a predominantly white environment (at CSG and in the black community)
• Feeling the need to be the “expert” when discussing race-related topics
• Continuous need for code-switching (between home and school, all-Black and mixed race friend groups, etc.)
• General, race-related stress
• Lack of teachers who look like them
Supporting CSG’s African American Students

- **Empowerment messages** reinforced and threaded through the curriculum at all ages
- **Academic Support**
- **Social Emotional Support** - counselors and curriculum (life skills, study skills, advisory groups)
- **Affinity Groups** (Middle School)
- **Beauty of African American Culture Club** (Upper School Student Club)
- **Financial Support** including tuition and program assistance, **Olive Tree Partnership**
- **College Counseling** (student and family)
Creating a Culturally Competent Environment where All Students Thrive

- Emphasis on inclusion, support, tolerance
- Resilience and Perseverance weaved throughout curriculum
- Freedom to adjust academic curriculum to include diverse reading list (students and faculty) and perspectives
- Structured, safe space for conversations on race and identity
Recruiting African American Faculty

• Our top challenge is recruitment and retention of Black Faculty

119 total
15 of color (13%)
4 Black (3%)

Why?

• Salaries
• Belief they “can’t give back at a private school”
• Lack of independent school familiarity/ awareness
• Lack of awareness about Columbus and it being a great place to live and work
CSG is Committed to Diversity & Inclusion

• Professional and Student Development

  • Student Diversity Leadership Conference
  • NAIS (National Association of Independent Schools) People of Color Conference
  • Multicultural Teaching Institute
  • Local Independent Schools “Different Together” Conference
  • SEED (Seeking Educational Equity and Diversity)
Leadership Commitment to Diversity & Inclusion

• Administrative and Board Leadership committed to diversity and inclusion

• Board has a dedicated Diversity Committee and Board Diversity Retreat
• School recently completed a inclusivity and multicultural assessment
• Parent Education- I.D.E.A. (Inclusion, Diversity, Equity, Advocacy) Committee
• Inclusive Teaching Practices – Use of Lee’s 4 Question Framework
She will …

• go to college and be academically prepared
• know how to navigate this code-switching world
• have access to and belief she deserves space at the table
• have life experiences similar to her peers in her chosen higher education institution and career

The Future is Bright

Columbus School for Girls She **will** know her **power**.