



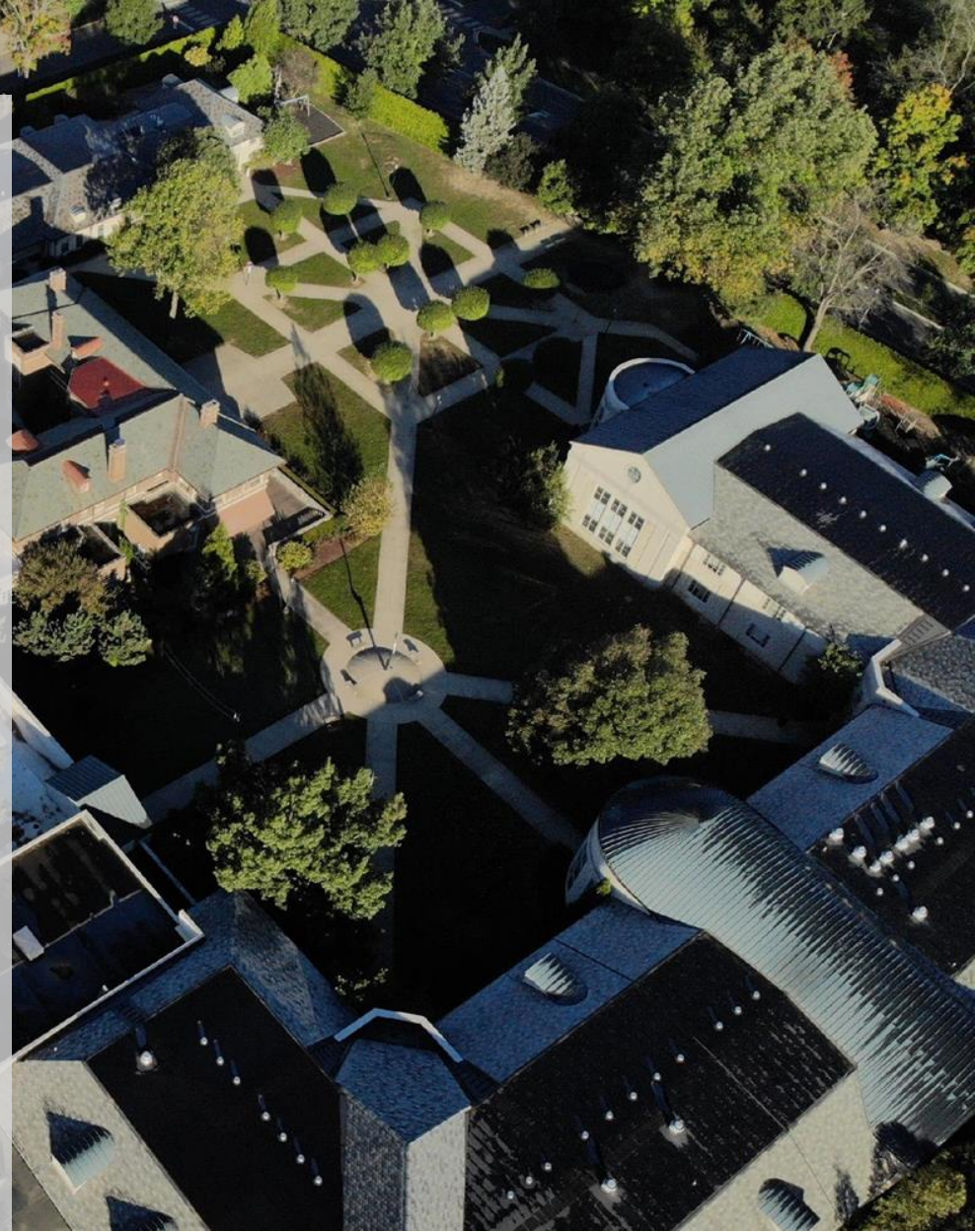
Columbus School for Girls

— She *will* know her *power*. —

Commission on Black Girls Inquiry Report
October 25, 2018

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



Columbus School for Girls

She *will* know her *power*.

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

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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

564
girls

Program for Young Children 65

Lower School	154
Middle School	127
Upper School	218

35 %
students of
color

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)

All Divisions	Students of Color	Percentage of Total	African-American Students	Percentage of Total
PYC (65)	25	38%	11	17%
LS (154)	59	38%	26	17%
MS (127)	50	39%	21	10%
US (218)	64	29%	22	14%

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



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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

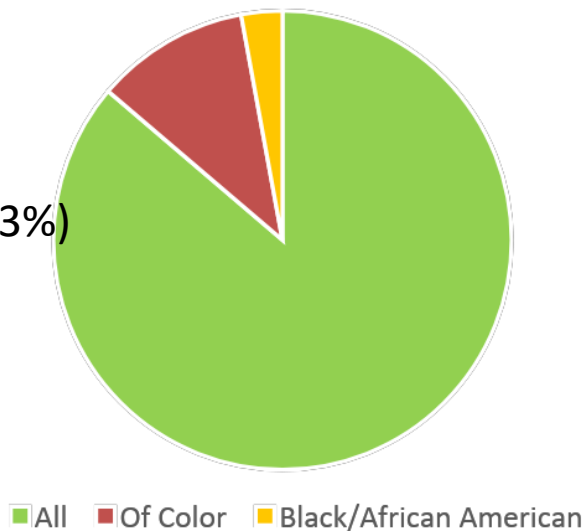


Recruiting African American Faculty

- Our top challenge is recruitment and retention of Black Faculty

Faculty and Staff at CSG

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**



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