

Green Chimneys Equity Audit 2025

Green Chimneys is committed to providing an environment of safety, belonging and inclusion for all of our students, staff and stakeholders. To this end, last semester Green Chimneys engaged a consultant to conduct an equity audit to evaluate the organization's strengths and opportunities for growth with an equity lens, and to make recommendations for improvement.

As part of this process, students, families, employees, and board participated in surveys, individual interviews, and focus groups. In addition, the consultant visited campus to tour the grounds, observe classes, dorms, dining, and programming, and meet with students, staff, and leadership. She also reviewed policies, procedures, protocols, and principles provided by Green Chimneys. She then analyzed all sets of data, identified themes, and used the data to inform recommendations for action in a report. Green Chimneys CEO, Kristin Dionne, provided a summary of the report findings to parents and families in the February Parent Association meeting. We are providing an overview here:

Overall, data showed that Green Chimney strengths were rooted in:

- Viewing and supporting neurodiversity as a strength
- Creating an environment of inclusion around gender identity/sexuality
- Connecting staff through a shared purpose and commitment to our work
- Executing commitment to our established Guiding Principals

Opportunities for Growth included a need to provide:

- Increased education & training for staff on how to talk about sensitive topics; appropriate language to use re: gender identity, sexuality, race, body shape, and other bias; understanding microaggressions; and how to respond to identity-based slurs
- Enhanced acknowledgment and celebration of holidays & important cultural events and including them in classroom curriculum.
- Increased inclusive classroom curriculum
- Expanded communication and transparency in decision-making at multiple levels of the organization while emphasizing community building and appreciation.

Some of the initiatives we will be working on as a community include:

1. Staff Training

- a. Provide ongoing training on equity issues (i.e. Gender, sexuality, class, race, ethnicity, religion & bias)
- b. Teach skills of cultural responsiveness (i.e. cultural humility/curiosity, implicit bias, empathy, communication, dialectics, etc.)

2. Youth Education

- a. Perform a school curriculum audit to verify inclusion of perspectives, values, history of different cultural groups
- b. Integrate equity issues, cultural responsiveness skills into programming/education

- 3. Policy & response to identity-based slurs**
 - a. Review and update policies regarding identity slurs
 - b. Review & update expectations & responses (i.e. Behavior matrix, Universal responses)
- 4. Holidays/historic days**
 - a. Create a more robust annual calendar for recognition of holidays and historic events
 - b. Coordinate with corresponding curriculum
- 5. Workforce**
 - a. Evaluate cultural responsiveness at hiring & performance reviews
 - b. Ensure equitable processes for advancement
- 6. Community building/Restorative practices**
 - a. Develop calendar of community building/appreciation events (i.e. town halls, restorative circles, social activities)
 - b. Implement restorative practices with fidelity (80% proactive, 20% repair)

We thank all of the parents and students who participated in the surveys and focus groups and appreciate any feedback. Please feel free to contact your social worker or our CEO, Kristin Dionne, at any time (kdionne@greenschimneys.org) as we continue our commitment to an inclusive environment for everyone.