L&N Advisors: Summary of Proposed Interventions for Rustenburg Girls' High School

1. **An Introduction to Critical Diversity Literacy for Senior Leaders:** In this session, senior management will be given an opportunity to explore their own biases and build their racial literacy as individuals but also as key role players within the institution.

2. **Diversity Literacy Modules for the broader staff body** which include critical assessments of power within the institution across various social identifiers such as race, gender, sexuality, nationality and citizenship. All these modules are geared towards empowering staff with the appropriate tools and language resources for facilitating belonging at RGHS.

3. **Parent Engagement Sessions** will cover a broad range of content namely an initial Listening session with parents. This will be followed by an introductory Racial Literacy session geared to equip parents with language for talking to their children about race and various other aspects of identity.

4. **Learner Engagement Sessions** will include various racial literacy deep dives into conflict resolution, identifying and addressing "othering" as well as tools to navigate micro-aggressions that they may observe or even participate in.

5. Senior Managers at the school will also undergo monthly **Brave Space Coaching Circles** within which they will navigate their own investments in institutional racism, as well as the personal biases that may uphold these behaviours. These engagements are core to the personal change work that must happen at a management level in order to effect real change within an institution.

6. The team at L&N Advisors will also be supporting us with the **review of school policies and procedures** that may inadvertently be discriminating against or perpetuating exclusion within our school. These will be reworked in consultation with key stakeholders in the school community to ensure that the adequate institutional mechanisms are in place to enable and champion transformation in our school.