

THE LOWER SCHOOL

Diversity Consortium

THE VALUE OF A PRIVATE/
INDEPENDENT SCHOOL EDUCATION

We are more than our history

We are more than what you know

We are more than your perceptions

Though they were not initially built for students of color, independent schools have worked for years to both acknowledge the past and to actively seek to move our schools toward creating inclusive and equitable communities.

As independent schools first began to diversify, they did so by bringing students into their communities from singular economic and geographic backgrounds. Because the LSDC is aware of the danger of a single story, our aim is to reach all African-American and Latinx families, to make ourselves known as schools that welcome and value a multitude of perspectives. We understand the complexity of this history and the reservations families may have as they consider whether to enroll their child(ren) at any historically White institution. As members of the LSDC, we feel confident in our schools' pursuit of diversity, equity, and inclusion.

LSDC Panel
Wednesday, November 17
7:00-8:30 PM

[**REGISTER HERE!**](#)



Moderator & Panelists



Lawrence Alexander

Moderator Lawrence Alexander serves as the leader for Carney, Sandoe & Associates' Diversity, Equity, and Inclusion practice, which is responsible for leading retained searches for school leaders and providing consultative support for boards, executive leadership, and faculty and staff. To date, Lawrence has conducted anti-bias training with more than 50 colleges and universities, more than 30 independent schools, and a host of corporate and community-based organizations. He provides guidance related to board governance, strategic planning, climate assessment, and inclusive hiring.



Autumn Andrade-de León

Autumn Andrade-de León is a Spanish Teacher and Student Advisor at The Dedham Country Day School. A graduate of LaGuardia High School for the Performing Arts, she earned her B.A. from Smith College in Spanish Literature and her M.A. from UPenn in Romance Languages. She is a SEED Facilitator and serves on multiple committees, including Admissions and Hiring. She is a mother of two boys, Co-Chair of her local Massachusetts Cultural Council, and a grassroots activist.



Celina Barrios-Millner

Celina Barrios-Millner is the Chief of Equity and Inclusion for the City of Boston, where she leads efforts to embed equity and racial justice into all City planning, operations, department work. Celina holds a Master's in Public Policy from the Harvard Kennedy School. Celina is Venezuelan and speaks fluent Spanish. She is a parent of a second and fourth-grader at The Park School.



Dr. Charmain Jackman

Dr. Jackman is a Harvard-trained, licensed Psychologist who is the founder & CEO of InnoPsych, Inc., an organization on a mission to disrupt racial inequities in mental health. Dr. Jackman also consults with schools & organizations on emotional well-being and employee wellness, racial trauma, and inclusion and belonging. She has won several awards for her work and has been featured on national media outlets such as the *New York Times*, NPR, PBS, and *The Boston Globe*.



Sarah Patrick

Sarah Patrick is the Founder and Principal of NOVEL, an organization that designs mission-driven solutions that disrupt the status quo and help build business better. She is also a Sr. Manager of Strategic Initiatives for Berklee College of Music. After graduating from Milton Academy, she went on to NYU where she earned her B.A. Sarah currently has a child at The Advent School. She has served as a board member and as diversity committee co-chair for the Atrium School.



Andrew Rodriguez

A Venezuelan American and Cambridge resident, Andrew Rodriguez is a 2019 graduate from the Shady Hill School in Cambridge, Mass. A current junior at Milton Academy, Andrew's studies are focused on STEM, with a particular interest in Computer Science, Chemistry and Biology. He is a proud winner of a Wolfram Award (for winning a Hackathon) and sits on the Disciplinary Committee, runs Cross Country, and is a tour guide at Milton.



Ken Rogers

Ken Rogers, a trained counselor and experienced middle school leader, is the head of the upper division at Park School. Ken serves on the faculty for the ISACS New Teacher Institute and ISACS New Division Head Academy. With experience as a teacher, dean, and head of middle school, he is a frequent ISACS and Southern Association of Independent Schools presenter and consultant to independent schools.