

WORKSHOPPING FOR **INCLUSIVITY**

By Reed Holden, Director of Development



As an effort to expand our awareness and best serve our students, this past August HMI welcomed Team Finch to our annual All Staff Day. Team Finch, led by HMI alumna parent Dr. Jennifer Bryan, specializes in supporting schools to better understand the intersection of gender, sexuality, and student development.

With humor, grace, and compassion Dr. Bryan presented us with a new framework: Gender and Sexuality Diversity (GSD). A relatively new way of thinking, GSD is inclusive of every student, making it a pressing issue for all educational institutions. Dr. Bryan helped us to see that every student is a unique set and combination of sex, gender identity and expression, and sexual orientation spectrums—and every student deserves to explore and acknowledge these components of what makes them human.

Throughout our time with Dr. Bryan, the HMI staff confronted difficult topics in a safe and educational space. We thought about the development of identity in sex, gender, and sexuality as a healthy process that we want to support through increased understanding and empathy. And by adopting a common conceptual framework, we are poised to continue conversations about GSD in the months that follow so that we can support the educational journey of all students who walk through our doors. ■

Team Finch Mission Statement: *Through consultancy, training, speaking, research and collaborative projects Team Finch supports those who want to better understand the role of gender and sexuality in PreK-12 Education. With increased understanding of Gender and Sexuality Diversity, schools can build safe learning communities, create inclusive curricula, and teach students 21st Century skills for living and serving in our complex world.*