



Diversity, Equity, & Inclusion Update December 2020

In June 2020 we announced our [Diversity, Equity & Inclusion \(DEI\) action plan](#) along with our school-wide commitments, these include:

- **A Demonstrated Commitment to Diversity**

We will review our policies and practices to respect and honor the differences within a community in line with the school's mission, vision, and diversity statements.

- **A Demonstrated Commitment to Equity**

We will review our policies and practices to guard against unfair treatment of all community members and ensure the opportunity to thrive regardless of starting positions in life.

- **A Demonstrated Commitment to Inclusion**

We will review our policies and practices to ensure that all stakeholders are represented; addressing culture, interaction and attitudes around how we engage with others; emphasizing cross-cultural competency; planned programs.

- **Systematic Reform of Core Systems, Policies, and Student Experience**



Today, we are writing to share our progress to date in the areas of student experience and community development. We will continue to provide regular updates to the community on our commitments in this critical area of focus.

Student Experience

- With the elimination of the Work Study Program, 17 students have expressed interest in participating in the new Student Volunteer Internship experience and will be placed in January.
- The Student Conduct Board will be convening in second semester to reflect on implicit bias and review case scenarios.
- Restorative Justice practices are being implemented to other policies in the handbook, such as in the academic integrity policy.



- Intensive restorative justice training planned for the DEI Team and administration leaders in second semester.

Community Development

- Newly-hired HR Director is updating hiring practices and job descriptions for a more diverse applicant pool and equitable, inclusive process
- Training on microaggressions and racial anxiety for all faculty/staff was led by Dr. Sandra “Chap” Chapman in Nov 2020
- Three faculty members (Affinity Group moderators) attended the NAIS People of Color Conference in Dec 2020
- Monthly cohort check-ins facilitated by faculty/staff continued with students to support socio-emotional well-being and reflection on current events
- Monthly affinity meetings held: *Familias Unidas de Pres* (Spanish-speaking families); BIPOC faculty/staff; White faculty/staff exploring anti-racism

Currently working on:

- Organizing DEI-specific training for Board of Directors and parents/guardians
- Reviewing the diversity composition of the Board
- Forming a DEI-focused committee within the Parent Guild
- Auditing existing curriculum materials for racial bias

Additional information and resources may be found [here](#). Please contact [Crystal Catalan](#), Director of Diversity, Equity, and Inclusion with any questions.

DEI Statement

As an all-girls Catholic high school founded on the principles and values of foundress, Nano Nagle and the Sisters of the Presentation of the Blessed Virgin Mary:

- We believe that all persons have inherent dignity and are made in the image and likeness of God.
- We are committed to an inclusive community which promotes respect, loving dialogue, equity, empathy, humility, courage, understanding, and societal awareness, both locally and globally.



- We believe that diversity is a blessing that refers to the myriad of personal experiences, values, perspectives, talents, and worldviews that arise from differences in culture and circumstance.
- We are committed to creating a diverse learning environment where each student may reflect on their own identity, experiences, talents, and abilities to lead and serve others in a way that is rooted in radical faith, compassion, justice and love.

All members of the Presentation community are responsible for advancing an understanding of and a respect for diversity as it includes, but is not limited to: ability, age, belief, ethnicity, family structure, gender, gender identity, learning style, race, religion, sexual orientation, and socioeconomic status.

DEI Team

The DEI Team was created in July 2019 to lead the DEI Action Plan for the 2020-2021 school year. Members include:

- Crystal Catalan: Director of Diversity, Equity, and Inclusion
- Katherine Georgiev: Principal
- Andria Bengtson: Vice Principal of Teaching and Learning
- Krista Rentschler: Dean of Students
- Jo-Anne Hurlston: Co-Coordinator of Student Internship Volunteer Program
- Heath Martin: Co-Coordinator of Student Internship Volunteer Program
- Mattie Spillane: Director of Community Engagement and Stewardship
- Rebekah Temple: Director of Human Resources