



Today we announce the following school-wide commitments to our community:

- **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**

[CLICK HERE TO READ OUR IMMEDIATE FOCUS AREAS AND ACTION ITEMS](#)

06/12/2020 6:27 PM

Diversity, Equity, & Inclusion Action Plan

Thank you for your feedback and participation in our community listening sessions this week. Your feedback and experiences have helped shape our action plan and commitments to our community. As we shared in our [previous communication](#), we will enact long-term systemic change at Presentation High School to ensure an inclusive community where every member feels heard, valued, and welcome.

As a Catholic community, we believe that all persons have inherent dignity and are made in the image and likeness of God. Perhaps one of our students said it best, "it's not enough to think racism is wrong, to make meaningful change you must be anti-racist." We are called by our mission to be anti-racist and we are committed to this work long-term. We need you, our community, to join us and we will continue to provide opportunities for you to engage as we move forward.

Today we announce the following school-wide commitments to our community:

- **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**

[CLICK HERE TO READ OUR IMMEDIATE FOCUS AREAS AND ACTION ITEMS](#)

ACTION STEPS FOR DIVERSITY, EQUITY, & INCLUSION

As a first step in improving our Diversity, Equity, & Inclusion efforts, Presentation High School will be focusing on the following areas:

- 1 **Academics and Curriculum**
Ensure that our curriculum represents voices of color and diverse historical moments in time.
- 2 **Student Experience**
Ensure an equitable experience for all Presentation students. We are committed to making our campus a safe space for all people.
- 3 **Community Development**
Audit and improve hiring practices and our diversity on campus; provide on-going professional development in microaggressions for faculty, staff, students, and board members.

Academics and Curriculum

- Audit existing curriculum materials for racial bias.
- Collaborate with every department member, representative student and alumni voices, and school leadership to make changes to curriculum that embrace multicultural perspectives and integrate these voices throughout our courses.
- Emphasize student skill development of cultural proficiency competencies.

Student Experience



- Eliminate the Work Study Program that was exclusive to students on financial aid and replace it with a Student Internship Program for all interested students. The internship program will offer meaningful work experiences and help fulfill service hour requirements for student groups (i.e. National Honor Society, California Scholarship Federation, financial aid recipients, etc.) Internships will not require students to serve at events or do menial tasks on campus.
- Review discipline policies and implement restorative practices where we will create space where everyone truly shines and harm can be repaired. This work will be led by our newly hired, full-time dean.
- Expand the use of the Tough App to include anonymous reporting of microaggression, racism, or other violations of community norms.

Community Development



- Hire a full-time HR Director charged with enacting hiring practices that reflect Presentation's diverse student body and the greater San Jose area. We will review how and where we recruit educators and develop new guidelines for hiring, governance, and contracting policies.
- Implement a systematic professional development program for all board members, school leadership, and faculty tied to the areas of diversity, equity, inclusion, and cultural proficiency with a particular emphasis on identity, anti-bias curriculum, and anti-oppressive actions and policies.
- Hold our community accountable with regular trainings on diversity, including micro-aggressions to avoid.

PRES

Work Study Program Replaced with Student Internship Opportunities for All

One area that was brought up several times in direct feedback and through our listening sessions was concern about student equity in the Work Study Program. As of today, we have eliminated the Work Study Program that was exclusive to students on financial aid and replaced it with a Student Internship Program for all interested students. The internship program will offer meaningful work experiences and help fulfill service hour requirements for student groups (i.e. National Honor Society, California Scholarship Federation, financial aid recipients, etc.). Internships will not require students to serve at events or do menial tasks on campus. Stay tuned for more information on our Internship Program.

If you have feedback or would like to help us in our efforts, please send us your thoughts using our [feedback form](#). We look forward to continuing this important conversation and are eager to get started.