

2022-2023 DEI Action Plan

In March 2021, Presentation High School partnered with the National Association of Independent Schools (NAIS) to use their Assessment of Inclusivity and Multiculturalism (AIM) to assess the ways the Pres community experiences a sense of belonging and inclusivity. Data collected from over 800 Presentation constituents consisting of students, faculty/staff, parents/guardians, and Board members, have informed this year's DEI strategies moving forward to support our ongoing efforts to create a hospitable, inclusive, emotionally safe, and brave learning environment for all.

For the 2022-2023 school year, Presentation High School will continue to focus on the following areas:

- **Academics and Curriculum**
 - Ensure that our curriculum represents voices of color and diverse historical moments in time
- **Student Experience**
 - Ensure an equitable experience for all Presentation students. We are committed to making our campus a space of welcoming and belonging for all.
- **Community Development**
 - Audit and improve hiring practices and our diversity on campus, and provide on-going professional development on topics related to diversity, equity, and inclusion for Leadership Teams, faculty, staff, students, and Board members.

Academics and Curriculum

- Continue to audit existing curriculum materials for racial bias centered on culturally responsive teaching
- Develop and implement changes which celebrate multicultural perspectives and integrate these voices throughout our courses
- Engage teaching faculty with year-long professional development focused on culturally responsive teaching and learning through cycles of inquiry within each course

Student Experience

- Implement a protocol of restorative practices for community building, and for instances when harm has taken place, in order to cultivate a culture of listening, dialogue, making amends, and reconciliation

- Promote and encourage student voice and input in areas of diversity, equity, and inclusion, including the empowerment of student leaders in affinity spaces and across schoolwide programs

Community Development

- Review how and where we recruit educators and develop new guidelines for hiring, procurement, and contracting policies, with a focus on reflecting Presentation's diverse student body and the greater San Jose area.
- Implement a systematic professional development program for all Board members, Leadership Teams, and faculty/staff in the areas of diversity, equity, inclusion, with a particular emphasis on identity, anti-bias work, and anti-oppressive actions and policies.
- Continue to collaborate with parents and alum with efforts and opportunities to promote inclusion
- Increase communication with Presentation parents/guardians and alum regarding updates related to diversity, equity, and inclusion events and programming

These action steps have been adapted and updated after an assessment of the progress and completion of components in the [2020-2021 DEI Action Plan](#).