

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.



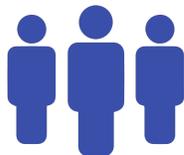
Academics and Curriculum

- Audit existing curriculum materials** for racial bias.
- Collaborate** with every department member, representative student and alum voices, and school leadership to make changes to curriculum that celebrate 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 listens and harm can be repaired. This work will be led by our newly hired, full-time dean.
- Expand the use of the StopIt App** to include anonymous reporting of microaggressions, 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, procurement, and contracting policies.
- Implement a systematic professional development program** for all board members, school leadership, and faculty/staff in 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.