



EQUITY & BELONGING ACTION PLAN



Bishop O'Dowd High School



Dear O'Dowd Community Members,

The events of last summer and ongoing racial reckoning in our nation has called us to deeply reflect, refocus and renew our commitment to equity, justice and belonging here at O'Dowd.

As a Catholic school committed to social justice, O'Dowd has long worked to equip our students in creating a more just, joyful, and sustainable world. And yet, we recognize there is much work to be done in building a community that honors and celebrates the dignity of every human being and results in equitable experiences that promote the flourishing of our students, families, and employees.

Our renewed commitment and essential work around social and racial justice in the 2020-2021 school year included the following:

- Established a budget for Equity & Belonging
- Formed a Mission & Charism Effectiveness Board committee
- Hired DEI consultants to facilitate and help prioritize this work with senior administrators
- Appointed a Director of Equity & Belonging, in partnership with the Office of the President
- Initiated an Anti-Racism Task Force to create and iterate the Action Plan
- Convened a Racial Justice Reflection and Planning Session in which Task Force members and senior administrators collaborated and prioritized action steps

One of the most essential milestones this year is the creation and development of this Equity and Belonging Action Plan. With an emphasis on racial equity, and with feedback and reflection from a diverse array of community members, including students, this plan is a roadmap to ensure a community in which all members may see themselves reflected and experience true belonging. The plan is a launching point for transformative systemic change and growth on behalf of all members of our O'Dowd community.

We look forward to updating you on our progress as this critical work continues to develop and unfold in better service to our community. Our commitment to equity, belonging and racial justice is unwavering and ongoing, and our work has just begun.

Thank you,

Patrice Wakeley, Director of Equity and Belonging
J. D. Childs, President



EQUITY & BELONGING IS WHO WE ARE

Mission: Bishop O'Dowd High School is a Catholic, college preparatory community guided by the teachings of Jesus Christ that educates its diverse student body to build a more just, joyful, sustainable world.

To fulfill our mission, our Charism calls us to seek integral student outcomes wherein O'Dowd students find God in all things through:

COMMUNITY IN DIVERSITY

Recognizing the inherent dignity of all humans, attuned to the real world experience of difference and the shared experience of being human.

STRENGTH OF CHARACTER

Integrity with self and others built on truth and expressed in loving action guided by an informed conscience.

ACADEMIC EXCELLENCE

Purposeful pursuit of knowledge in a process of self-development and in service to the common good.

SOCIAL JUSTICE

Responsible to stand in solidarity with the marginalized and to work for a more equitable society.

KINSHIP WITH CREATION

Practices that care for God's creation as a sign of our love for God and neighbor.

JOY

Passionate appreciation of the infinite love of God, of self, of others, and of the gift of life.



AREAS OF FOCUS

Eight areas of focus were identified for O'Dowd's equity, belonging and anti-racism work. Four areas were prioritized for the 2021-22 school year; these areas were selected for their potential to create immediate positive impact for our student body. The key priorities for each of these four areas are detailed in the following pages. This plan will evolve over time as benchmarks are reached and additional areas are identified.

2021-22 Areas of Focus

COMMUNITY
ENGAGEMENT

CURRICULUM &
PEDAGOGY

RECRUITMENT,
HIRING &
RETENTION

EQUITABLE,
RESTORATIVE &
ACCOUNTABLE
DISCIPLINE

Future Areas of Focus

ORGANIZATIONAL
GOVERNANCE

ADMISSIONS &
TUITION
ASSISTANCE

FAMILY &
ALUMNI
ENGAGEMENT

CO-CURRICULAR
PROGRAMS



COMMUNITY ENGAGEMENT

A community that is self-aware, culturally competent, and socio-emotionally sensitive.

KEY PRIORITIES

- Opportunities for community members to grow in the areas of equity, belonging and anti-racism through student and family workshops, professional development, speakers, affinity spaces and cultural events.
- Equity and Belonging webpage that is regularly updated on the school website.
- Ongoing opportunities for community feedback and engagement that will help inform future equity and belonging goals.



CURRICULUM & PEDAGOGY

An academic program that intentionally embodies culturally responsive, anti-bias, anti-racist curriculum and pedagogy rooted in our mission and Charism.

KEY PRIORITIES

- Curriculum and pedagogy mapping, analysis, and revision using an anti-bias, anti-racist lens.
- Weekly schedule and calendar to facilitate faculty, staff and student anti-racism and equity work within the school day.
- Equity, belonging and anti-racism resources for faculty and staff to utilize in both personal and professional development.
- Structured process and guidelines for providing faculty with professional feedback regarding equity and belonging based on observations and survey results.
- Leadership development for department chairs that includes anti-bias, anti-racist training.



RECRUITMENT, HIRING & RETENTION

Policies, procedures and supports that develop and sustain a racially & ethnically diverse faculty and staff reflective of the O'Dowd student community.

KEY PRIORITIES

- Institutional hiring policies and protocols that mitigate bias and achieve equitable outcomes.
- Networks and resources that will help in recruiting BIPOC candidates.
- Equity and anti-bias training for hiring committee members.
- Dashboard to track and assess recruitment, hiring and retention demographics as well as employee experiences.
- Employee handbook with clear, specific anti-bias, anti-racist expectations for faculty and staff.



EQUITABLE, RESTORATIVE & ACCOUNTABLE DISCIPLINE

Equitable discipline integrating restorative practices that are mission and Charism aligned.

KEY PRIORITIES

- Discipline policies and procedures that create equitable outcomes.
- Student-family handbook with clear, specific anti-bias, anti-racist expectations for students.
- Anti-bias reporting tool for students to report issues.
- Dashboard to track trends in student discipline that includes demographics, types of violations and consequences, and campus climate.
- Racial identity and affinity spaces that may help mitigate violations related to identity.



Acknowledgments

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Task Force Members

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Tracey Broadhead-Frith '85, *Capital Campaign Director*

Marta Grajeda, *Development Manager*

Tony Green, *Teacher*

Robin Lau, *Associate Director of College Counseling*

Carlos Reed, *Athletic Director*

Patrice Wakeley '01, *Director of Equity & Belonging*

Senior Administrative Team

Rebecca Bischoff, *Chief Development Officer*

J.D. Childs, *President*

Kevin Dineen, *Associate Principal*

Christine Garavaglia, *Chief Financial & Administrative Officer*

Elizabeth Herp, *Assistant to the President*

Brian Judd, *Associate Principal*

Lisa Lomba, *Ed.D., Senior Director of Communications, Marketing, Program Strategy*

Kerryn Pincus, *Director of Admissions*

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Tanya Susoev, *Ed.D., Associate Principal*

Patrice Wakeley '01, *Director of Equity & Belonging*

Kim Walsh, *President Emeritus*

