



URSULINE
ACADEMY

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COMMUNITY & INCLUSION

R O A D M A P



We are on a Journey...

to cultivate a diverse and inclusive community - rooted in our Catholic faith and the Ursuline tradition of Serviam -that prepares our young women to be future leaders in a global society. This requires that we be bold in our vision, engage in critical conversations, and work together to affect change. With input from students, employees, parents, Ursuline Sisters, alumnae, subject matter experts, and Ursuline Academy Board members, we have built a roadmap designed to elevate the principles of community and inclusion, which are within our Ursuline mission, values, and philosophy.

This roadmap is a starting point, outlining Four Priorities focused on Student Life, Faculty and Curriculum, School Policies, and Accountability, that will guide us along our way. We will track our progress towards delivering these priorities, with the knowledge that we are on a journey... to a destination that will evolve as we grow in our understanding, capabilities, and aspirations in this area.



Our Roadmap begins with our vision, articulated below:

Ursuline Statement of Community & Inclusion

Grounded in our Catholic tradition and in the words of St. Angela, Ursuline Academy of Dallas celebrates, values, and respects the rich tapestry of humanity.

We desire for each student to feel that she is known and fixed in our hearts.

We strive for excellence in promoting diversity, inclusion, equity, and justice.

We believe that all individuals experience the world through various dimensions such as age, ethnic heritage, religious tradition, gender, mental/physical ability, economic status, immigration status, education, family structure, body size/shape, race, sexual orientation, and more.

We create global citizenship by recognizing and cultivating our interconnectedness to each other and the greater global community.

We seek to identify and to challenge all forms of prejudice, discrimination, and injustice.

We, all members of the Ursuline Academy of Dallas community - students, faculty and staff, alumnae, administration, parents, family, and Board of Trustees - are responsible for the ongoing advancement of our inclusive community.

*"My last word to you is that you live in harmony, united together (Insieme) all of one heart and one will:
Be bound to one another by the bond of charity, esteeming each other, bearing with each other in Jesus Christ."
St. Angela Merici*



This vision drives our definition of Community & Inclusion at Ursuline.

Community & Inclusion at Ursuline Academy of Dallas means...

Creating an environment where

- Our Catholic faith and Ursuline values are foundational to our community and inclusion efforts
- Students, faculty, and staff reflect the diversity of the Diocese of Dallas
- Everyone in this Ursuline community feels welcomed, valued and included
- There are clearly designated ways for students to seek support for non-inclusive issues that may arise

Educating students about how

- All cultures and communities experience the world
- Through the principles of Serviam, they can positively impact and be impacted by the world

Challenging us all to

- Have honest, open and respectful conversations that promote understanding and unity
- Examine issues within our community to help us move toward resolutions that reflect our Catholic and Christian faiths



Priorities and goals

2. FACULTY & CURRICULUM

To educate students so they become thriving members of a global community and recognize the contributions of diverse individuals to the human family and the common good

To develop students' understanding of any and all disregard for the dignity of each human person, especially as perpetuated through social structures, practices, and individual acts

To provide resources and tools that increase the capability of our faculty to facilitate student growth in multicultural awareness and education

To recruit, hire, and retain a diverse faculty representative of our student body

4. ACCOUNTABILITY

To report on the diversity profile of the Ursuline community – students, faculty, staff, and Board of Trustees

To improve on how students from under-represented communities are experiencing the culture and environment at Ursuline

To provide transparency to the entire Ursuline community on progress being made against this C&I roadmap

To ensure appropriate funds are available to achieve the Community and Inclusion roadmap goals

1. STUDENT LIFE

To create an environment that supports the educational, social, and spiritual growth of young women from all backgrounds, races, and ethnicities

To establish opportunities for students to engage in open and brave conversations that promote growth, understanding, connections, and belonging

To empower students to respectfully communicate their perspectives, viewpoints, and personal experiences

To create opportunities for students from under-represented groups to connect with peers, parents, and alumnae

To cultivate a racially diverse and inclusive community

3. SCHOOL POLICIES

To implement the infrastructure necessary to support and reinforce our Community & Inclusion statement and the priorities needed to bring it to life

To hold students, faculty, and administrators accountable for the impact of their words and actions on others

To partner with parents and set expectations that Ursuline strives to be an inclusive and respectful community

