

DEIB CHARTER AND GOALS

DIVERSITY, EQUITY, INCLUSION, AND BELONGING

GESU SCHOOL MISSION STATEMENT

Inspired by the Jesuit and IHM traditions of social justice, faith, creative hope, and love, Gesu School helps students to transcend all forms of poverty by providing a comprehensive, innovative education. We empower our students to develop their strengths, overcome challenges, and become positive, engaged members of the community and the world.

DEIB CHARTER

The DEIB Committee will work with the President to effectively develop and integrate a multi-pronged DEIB plan that incorporates the different constituencies, including, but not limited to the Board, faculty, students, alumni, parents/families, and others, to create a culturally responsive community striving to become antiracist in all we say and do. The DEIB Committee will aid and support the President, and everyone associated with the school, in becoming effective advocates and allies for the development and education of students from underserved neighborhoods.

The DEIB Committee is charged with advising the Board of Trustees and Gesu School on the integration of diversity, equity, inclusion, and belonging practices into all aspects of Gesu School.

What does DEIB mean at Gesu School?

DEIB is mission-centered:

- **Diversity** - honoring the image and likeness of God in all people, in all cultures and promote, respect, and protect human dignity in each individual and their culture
- **Equity** – meeting the individual where they are; *cura personalis* for everyone for their culture and context
- **Inclusion & Belonging** – everyone is honored; everyone is welcomed; everyone is given equal respect (themselves and their culture)



DEIB PILLARS OF FOCUS



FACULTY & STAFF

- Engage in self-reflection on anti-racism.
- Provide and require professional development and create opportunities for faculty and staff to analyze and evaluate curriculum through a diversity, equity, and inclusion perspective.
- Organize divisional and school-wide program events to celebrate all aspects of diversity: race, ethnicities, religions, sexual orientations, genders, religions, nationalities, and socioeconomic.
- Recognize and understand systemic racism and how it effects our children.



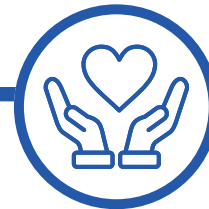
CHILDREN

- Develop/execute programs that will instill a sense of racial pride.
- Ensure that Gesu School continues to be a climate of racial pride (artifacts, speakers, programming).
- Develop culturally competent curriculum.
- Support alumni attending predominantly white institutions.
- “See It You Can Be It” – Speakers (alumni / others).
- Continue partnership established with area schools.



BOARD OF TRUSTEES & JUNIOR BOARD

- Recognize and understand systemic racism.
- Engage in self-reflection on anti-racism.
- Ensure that DEIB efforts are part of every aspect of the school and board committees.
- DEIB professional development



COMMUNITY

- Presentations and discussion on trauma, race, and gun violence (Parents/Community)
- Support the school community, and surrounding community, on issue related to mental health (i.e. trauma, race and gun violence)