



Oregon Episcopal School

Our Commitment to Justice

As an Episcopal school, we are rooted in the values of compassion for our human family, the strength of dialogue to promote understanding, and a commitment to inclusion. Our Episcopal roots further challenge us to create an environment—both within and beyond our school—that acknowledges each person’s lived experiences and where everyone thrives and is valued.

We recognize that we must actively work to create and strengthen a community steeped in diversity, equity, inclusion, and anti-racist actions. To grow our intentions of diversity, equity, inclusion, and anti-racism (DEIA) into actionable steps, we outline our commitment to justice here.

WE COMMIT TO:

- **Create spaces** in which all members of the OES community are heard, seen, and respected.
- **Make decisions based on principles** of diversity, equity, inclusion, and anti-racism (DEIA).
- **Anti-racism** as both a philosophy and a practice that benefits all.
- **Actively build individual and collective capacity to grow** in strength, understanding, and empowerment to act as anti-racist members of the OES community and beyond.
- **Listen to the community** and respond accordingly. OES leadership is responsible for seeking out, reflecting on, and responding to this feedback on a regular basis.



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WE ARE GUIDED BY:

ACCOUNTABLE LEADERSHIP

OES Leadership (Board of Trustees, Head of School, and Administrative Team) is responsible and accountable for facilitating and co-creating opportunities for the OES community to learn about and engage in topics of DEIA. OES Leadership should hold time and space to hear from community members and provide resources for ideas to move into action.

SELF-ENGAGEMENT

Every member of the OES community (student, board member, family member, faculty/staff) is responsible for engaging with topics of diversity, equity, inclusion, and anti-racism, and applying this learning.

BELOVED COMMUNITY

Every member of the OES community agrees to be accountable for cultivating an inclusive community, one where all members are accepted, supported, empowered, and affirmed.

JUSTICE-BASED DECISION-MAKING

We make decisions based on diversity, equity, inclusion, and anti-racism principles, knowing that this benefits the entire community.

ECO-JUSTICE

We believe that the ability of human beings to flourish is bound with a thriving physical environment. We recognize that one cannot be separate from the other.

IMPORTANT TERMS:

DIVERSITY

Diversity refers to the ways humans differ from one another, particularly in terms of social categories. These categories include, but are not limited to, ability, class, color, ethnicity, gender identity, language, marital status, national origin, race, sexual orientation, and spiritual practice. Importantly, diversity is not synonymous with “people of color” or any single social category; instead, diversity refers to a group consisting of multiple individuals who vary from each other in some socially categorized way.

EQUITY

Equity means eliminating differential outcomes largely based on an individual’s social location, such as class, gender, and race. Achieving equity requires communities to address and remedy the root causes of systemic disparities, rather than only treating their manifestations.

INCLUSION

Inclusion is a continuous process of co-creating an environment where all individuals feel accepted, safe, empowered, supported, and affirmed.

ANTI-RACISM

At OES, anti-racism means actively working for racial equity across all areas of our school. This includes, but is not limited to, employment, curriculum, discipline, fundraising, and enrollment. True anti-racism cannot exist where antisemitism, Islamophobia, homophobia, ethnocentrism, or other forms of intolerance are present.

NEXT STEPS/CALL TO ACTION

We recognize that naming our organizational commitments and equity principles is just the starting point of our collective journey to operationalize and embed this work within our OES culture. This is a living document that requires us to apply these commitments and principles to our individual and collective work. Our school community’s ongoing success in this work will require our recursive learning, actions, and reflection.

Through our active participation, we can bring the true vision of our OES community to life.

OES’s DEIA efforts are inclusive and are not intended to exclude or disadvantage any legally protected group. OES does not consider race, color, religion, disability that can be reasonably accommodated, sexual orientation, gender identity, national or ethnic origin, or other legally protected status in admission or employment. OES encourages diversity of thought and critical inquiry while respecting each person’s identity and perspective.