

Strategic Plan
for
Diversity and Inclusion
at
St Ignatius College Prep

October 16, 2014

Our Mission

St. Ignatius College Preparatory is a Catholic, Jesuit school serving the San Francisco Bay Area since 1855. Through a rigorous and integrated program of academic, spiritual, and co-curricular activities, St. Ignatius challenges its students to lead lives of faith, integrity, and compassion.

Students are enriched by a diverse and loving Christian community and are called to become life-long learners who develop their individual talents for the greater glory of God. With a commitment to intellectual excellence, leadership, service, and justice, we strive to be men and women for and with others, responding courageously to the opportunities and challenges of our time.

St. Ignatius Diversity Strategic Plan

Goals

I. Knowledge, Skills, & Inclusivity (*Community*)

Through curriculum and programs, all SI community members report a strong sense of belonging and demonstrate the knowledge and skills to navigate and lead in a diverse world.

II. Outreach, Admissions, & Retention (*Students*)

Outreach, admissions, and retention practices and policies are equitable, inclusive, and designed to create, support and sustain a community that reflects the diversity of the Bay Area.

III. Diverse Constituency Groups (*Adults*)

Boards, advancement, parent groups, administration, faculty, & staff reflect and value the diversity of the Bay Area population.

IV. Resources & Leadership Capacity

St. Ignatius commissions resources and leaders with vision, skill, and knowledge to foster equity, inclusion and diversity at SI.

V. Leadership Among Jesuit Schools

SI serves as a leader among Jesuit Secondary Schools in the areas of equity, inclusion, and diversity.

St. Ignatius Diversity Strategic Plan

Goal Objectives

a.

Develop and apply knowledge and self-awareness of one's own **cultural identities.**

b.

Develop and apply learning and knowledge about the **cultures of others.**

c.

Develop and apply **cross-cultural skills**

d.

Develop and apply **understanding of systems of inequity** to fight for social justice and equity

e.

Create a critical mass of talented students, boards, alumni, administration and staff that represent excellence and diversity

f.

Pilot and model innovative, mission-driven, and research-based **programs and strategies.** Share process and outcomes with Jesuit High Schools nationally

Cultural Self-
Awareness

Cultural
Intelligence

Cross-Cultural Effectiveness
Skills

Equity & Social Justice
Advocacy through Inclusion

4 Elements of Cultural Competency

2014-15 Diversity Strategic Plan

- Develop and share a common language and framework to increase the level of cultural competency and cultural humility (I.a-f).
- Gather diversity data (I.a-f)

2015- 2020 Proposed Year-by-Year Strategy

2015-16

Evaluate Data, Hone and Revise Strategic Plan, Assess Curriculum

2016-17

Revise Curriculum, Programs, Policies, Procedures

2017-18

Implement Curriculum, Programs, Policies, Procedures

2018-19

Assess, Final Report, New Strategic Plan

2019-20

Restart Process