



# The Hill We Climb- Measuring Our DEIB Progress

## 2022-2024 Accomplishments

FOR THERE IS ALWAYS LIGHT/ IF ONLY WE'RE BRAVE ENOUGH TO SEE IT/ IF ONLY WE'RE BRAVE ENOUGH TO BE IT  
Amanda Gorman

### Information Gathering

- Conducted an assessment through stakeholder interviews and focus groups
- Presented assessment themes and findings for feedback from the Board
- Created survey questions for inclusion in the end-of-the-year family survey
- DEIB Director launched a summer listening tour to meet with key stakeholders to ask questions, hear concerns, identify barriers, and build rapport with community

### Strategic Plan

- Drafted, reviewed, and finalized strategic plan
- Prioritized tasks in the strategic plan
- Established working sub-committees
- Achieved progress or completions of 11 of 13 action items in the strategic plan

### Recruitment and Hiring

- Developed a recruitment plan to diversify hiring
- Posted open positions to a significantly broader number of hiring platforms
- Developed DEIB director job description and hiring plan
- Developed new process for vetting DEIB director candidates
- Hired DEIB director
- Revamped hiring systems and processes in general for uniformity

### Committee Processes

- Developed protocols for committee composition and terms
- Generated messaging and form for invitation and responses for committee membership

### Communication

- Provided regular DEIB communication with parents, staff, board
- Established monthly DEIB meetings with administration
- Provided communication via presentations and written & video announcements to all stakeholders
- Updates website with new Mercy DEIB logo, Strategic Plan, and accomplishments

### Adult Learning

- Created and delivered ongoing DEIB Training program for all teachers and staff
- Facilitated dialogue with teachers and staff about "courageous conversations"
- Hosted Deacon Winters to conduct a presentation to parents and staff
- Designed and distributed teacher self-reflection template
- All teachers identified a DEIB aligned goal for next school year
- Synthesized and distributed whole school data based on teacher individual responses
- Provided a list of resources to support teachers in meeting goals



The Hill We Climb- Measuring Our DEIB Progress

# 2022-2024 Accomplishments

FOR THERE IS ALWAYS LIGHT/ IF ONLY WE'RE BRAVE ENOUGH TO SEE IT/ IF ONLY WE'RE BRAVE ENOUGH TO BE IT

Amanda Gorman

## Black History Month

- Launched first-ever school-wide celebration of BHM
- Displayed common elements- art project; "I Have A Dream" creations
- Included presenters from the community at every level

## External Impact

- Hosted Fall 2022 National DEIB Mercy Education Conference with almost 100% attendance by all Mercy teachers and staff
- Attended and presented at Mercy Education's DEI Cohort meeting in Chicago

## Increased DEIB Resources

- Received \$40k DEIB grant based on work achieved to date and 2023-2024 plans
- Anti-Bias Education for Young Children & Ourselves resource for practical DEIB guidance and support for students and families

## Progress Loading...

\*

## Progress Loading...

\*

## Progress Loading...

\*