



RESOLUTION REAFFIRMING THE TRINITY HIGH SCHOOL COMMITMENT
TO EQUITY FOR ALL STUDENTS

WHEREAS, the Board and Trinity High School Administration are committed to providing equitable opportunities for all students and to doing the work to effect any necessary change in our policies, practices, programs and procedures in order to overcome inequities and establish or maintain school policies, practices, and cultures that are inclusive, celebrate diversity and are equitable for all students;

WHEREAS the Board of Trinity High School and the Trinity High School Administration condemn systemic racism and stand in solidarity with our employees, students, families and communities in acknowledging the horrific consequences of systemic racism, we pledge our commitment to address inequities that may exist in our policies and practices to create an environment with equal opportunity for all of our students;

WHEREAS, Trinity High School is committed to the process of continuous ongoing review of our curriculum and instructional materials to represent diverse people, cultures, experiences, and perspectives;

WHEREAS, Trinity High School strives to educate self-reliant, critical thinking, empowered young women, striving to make an impact on the family, church and society in the 21st century. Engaging in constructive, reasoned, respectful dialogue with dissenting opinions is necessary to achieve this aim;

WHEREAS, in 2009, Trinity High School created Students Aligned for Equity and Equality (SAFE), previously the Diversity Club, with the mission to create opportunities for diverse members of the community to recognize inequity and support the students' deep desire for an inclusive environment;

WHEREAS in 2018, Trinity High School officially recognized the Black Alumnae Alliance of Black alumnae and supporters, committed to ensuring that Black students and their families have equal access to all that Trinity has to offer; serves as a bridge between Black alumnae and the school; and provides a social and professional network for Black alumnae and their communities.

WHEREAS, in 2020, the Board and School Administration began a relationship with MulticultuREAL to provide training opportunities for all members of the Trinity High School community with regard to diversity and inclusion in our daily lives;

WHEREAS, in 2020, acknowledging the importance of a diverse administration and staff, Trinity High School enhanced our recruitment and hiring practices with the addition of a Human Resources Manager;

WHEREAS, in 2020, Trinity High School Administration, acknowledging the importance of the participation of our student body in striving for equity, approved the student-led Diversity in Action Committee;

WHEREAS, in 2020, Trinity High School Administration approved the formation of a Black Student Union and supports the formation of other student-led affinity groups with the mission to create opportunities for diverse members of the community to recognize inequity and support the students' deep desire for an inclusive environment;

WHEREAS, in 2020 the Board and Administration implemented a meeting template for all committees that acknowledges the central importance of Diversity, Equity and Inclusion embedded in our Mission, and calls upon all members of our community to work with these goals in mind;

WHEREAS, the Board and the Administration of Trinity High School recognize that the work will be always ongoing to ensure equity for all students, inclusive culture, and equitable policies, programs, procedures, hiring practices and curriculum;

WHEREAS, Trinity High School acknowledges the impact of the advocacy of our sponsoring congregation, the Dominicans of Sinsinawa, and aligns our commitment to seeking positive change in our school, community and world with the Sinsinawa Dominican commitment to social justice;

THEREFORE BE IT RESOLVED, that the Board of Trinity High School, together with our Administration, staff, students and families pledge our collective commitment and effort towards equity for all students. To those ends, we pledge:

- Committing funding to advance equitable student opportunities and on-going equity related in-service training for faculty and staff, and tracking such budget items;
- Ongoing review of policies, practices, programs, curricula and culture to address inequities and achieve a culture that is inclusive, celebrates diversity, and achieves equal opportunity for all students;
- Elevation of student voices in a collaborative partnership to effect positive change in our school through student-initiated and student-led organizations;
- Partnership with and deliberate engagement and inclusion of all families;
- Recognition of the deep value of a diverse staff and administration, and the continued effort to recruit and retain employees of color and employees with diverse backgrounds and different viewpoints;
- Acknowledgement of ourselves as leaders in the effort to transform our school and communities;
- An unshakable commitment to freedom of expression and an openness to hear unpopular views and dissenting opinions, communicated respectfully and constructively, as a means to promote critical thinking among our students;
- Incorporation of equity awareness and the desire to be held accountable for the changes we seek into Trinity High School's long-term strategic planning.

The above being resolved and adopted by the Trinity Board of Directors on January 12, 2021 as attested by the Board Members and President of the school whose names appear on this resolution.

Paul Bendersky
Carol Frantilla
Marc Montgomery
Tina Taylor Ritzler
Markeyta Sconiers

Loren Crundwell
Colleen Stone Funda
Kathy Papazian
Annamarie Gustello Rosales
Paul Steadman

Michael Foley
Matt McGreal
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Trudi Goggin, Sponsors Council Liaison
Laura Curley, Trinity High School President