



Building for Equity, Justice & Belonging Action Plan 2021-2024

Goal 1: Adults and young people at OSS reflect the local community’s broad social diversity.	
Actions	Lead Community Members
a) Refine hiring and retention strategies to increase BIPOC faculty, staff, and administrators - including recruitment, onboarding, and support. Consider intersectionality of multiple identities.	Head of School
b) Grow volunteer base (including Board) with relevant skills that reflects diversity of students and community with broad racial, ethnic, age, gender, and other identities.	Recruitment and Engagement Committee
c) Examine how expanding gender identities impact our school designed for all girls. Communicate how our approach is inclusive and embraces each learner.	Faculty and Staff
d) Harness Community As Campus to collaborate with diverse community partners, building relationships, and opportunities for Sister Sailors to experience “windows, mirrors, and sliding doors.”	Faculty and Staff, Families
e) Refine recruitment and admissions systems to build and sustain a student body reflecting the brilliant diversity of eligible students in Greater New Bedford.	Outreach and Admissions Committee with support from Families

Goal 2: Our dynamic curriculum and instruction maximizes student learning and promotes social justice, offering high challenge and high support to each Sister Sailor.

Actions	Lead Community Members
a) Engage in evaluation of curriculum for culturally responsive and sustaining practices. Identify and change practices that may be oppressive.	Faculty, supported by Dean and Head of School
b) Continue to build skills, habits, and background knowledge for critical consciousness through all content areas and learning spaces so Sister Sailors are equipped to understand and transform their worlds for the better.	Faculty and Staff, supported by Dean and Head of School
c) Build capacity: continue intentional onboarding, support, and professional development of all staff to strengthen cultural competency, antiracism, and deep pedagogical content knowledge to support learning.	Head of School and Academic Dean
d) <i>Consider</i> learning about 5 types of wealth explored on Esperanza’s website.	<i>Very popular idea with staff last winter</i>

Goal 3: OSS school culture and climate foster a “community of care” and are based on mutual respect, curiosity, connection, and support.

Actions	Lead Community Members
a) Collect data on current student experiences of equity and belonging (survey and/or focus group); respond to constructive feedback.	EJB Leadership Team
b) Continue to create and sustain environments that are intellectually, socially, and emotionally safe for learning.	Faculty and Staff
c) Continue to create space for and nourish student agency, autonomy, voice, and choice to motivate and optimize learning.	Faculty and Staff

d) Continue to value families as assets and critical partners in each Sister Sailor's education. Forge and sustain meaningful pathways for family engagement and leadership.	Everyone with guidance from Family Engagement Committee
e) Draft clear, restorative repair process for responding to EJB-related grievances or conflict.	EJB Leadership Team
f) Review Student and Family Handbook through EJB lens.	Mixed Focus Group

Goal 4: EJB efforts and outcomes are captured and communicated through clear storytelling in a variety of media for multiple audiences across our community.	
Actions	Lead Community Members
a) Research and complete demographic stats for students, staff, and Board in the OSS EJB History Highlights timeline.	Advancement Team volunteer and Head of School
b) Share updates on efforts with students and staff, families, and Board of Trustees at regular meetings	EJB Leadership Team members
c) Add EJB section or page to OSS website; develop plan to maintain updated content that clearly articulates specific antiracist, anti-bias practices <i>[i.e. make keywords in online AR Statement interactive with supporting details]</i>	EJB Leadership Team and Storytelling Committee
d) <i>Consider</i> working with local Native leaders to develop a succinct land acknowledgement for gatherings and our website.	Faculty and student group (whole class, ACE action, Spotlight group, etc.)
e) Revise and share this plan biannually	EJB Leadership Team