



June 19, 2020

Dear Members of the Archbishop Mitty Community,

On June 12, we sent out a **communication** in response to the conversation started on social media by Black alumni and alumni of color who described their high school experience as marred by instances of discrimination. Today we would like to extend that response.

This matter is a priority for Archbishop Mitty High School, and we commit to addressing our areas of blindness that have led to feelings of sadness, disappointment, anger, and separation for some of our students and their families. We are deeply sorry for any harm we, or members of the larger community have caused, unwittingly or otherwise. We ask for your forgiveness and also your support in our efforts to make our campus an anti-racist and anti-discriminatory institution that affirms and supports all of its students.

We are grateful to the brave alumni, students, and parents of color who have come forth to share their own painful experiences of implicit bias, cultural insensitivity, and racial discrimination on our campus. Their experiences have opened our eyes; however, we fully understand that being aware of the problem is only the first step in addressing it.

We are committed to taking concrete actions to address racism and other forms of discrimination at Archbishop Mitty High School. We write to share with you today the work that has been done and that we will continue to do to ensure meaningful, sustainable change at AMHS.

The areas of focus listed below have been grouped as either short-range (achievable by the start of school in August) or long-range (to be undertaken during the 2020-2021 school year and beyond). This categorization does not indicate a degree of importance for the initiative, simply an understanding of the time required to address the area of focus.

Short-Range Areas of Focus:

- The existing Outreach Committee has been expanded to include representatives from our alumni, current parents, and faculty. Student representatives will be invited to join the committee in the fall. (To be completed by September 2020)
- The school has retained **ScholarVision Educational Consulting**, led by Dr. Melina Johnson, to collaborate with the administration, Outreach Committee, and school community to identify initial action items and establish a strategic plan to address the issues impeding our institution's ability to be an environment of equity and belonging.
- Representatives from the Outreach Committee joined with representatives from ScholarVision Educational Consulting and the administration to conduct a series of listening sessions with alumni, current parents and current students to provide an opportunity for additional voices of community stakeholders to be heard. (To be completed by June 24, 2020)
- The use of the n-word and other derogatory terms are not tolerated on campus, or in any affiliation with AMHS. Working with faculty, students, and parents, we will establish expectations and guidelines around the presence of such words within literature used in the classroom. (To be completed by September 2020)
- The existing Work Study Program for financial aid recipients will be updated with a new form of accountability that does not stigmatize recipients of financial aid. Families and students will be informed of these changes prior to the start of the 2020-2021 school year. (To be completed by July 2020)
- We will develop an online form students can access to confidentially report concerns about their AMHS experiences. Responses to this form will be reviewed by ScholarVision Educational Consulting and shared with administrators, the Diocese, and/or local authorities as appropriate. (Available to all current students in August 2020)

- Beginning with the return to campus, AMHS will employ a new security firm that is aligned with our commitment to the safety and equitable treatment of our students and community members.

Long Range Initiatives (to be included in the strategic plan created by the Outreach Committee and shared with the AMHS community):

- Require educational programs for all faculty, staff, and students to address topics such as racial injustice, implicit bias, and inclusive communication.
- Review of current curriculum in all content areas to ensure a more comprehensive and culturally responsive course of study.
- Expand recruitment sources that include more diverse candidates to create a pool of more culturally responsive teaching and counseling applicants.
- Restructure administrative roles to provide greater support for the forthcoming strategic plan.
- Review of student discipline policies and systems, including but not limited to the dress code, to ensure that our policies and expectations do not discount cultural customs and contribute to bias against any group.
- Review of academic and non-academic counseling services provided by the school and outsourced to partner institutions to provide for culturally responsive support systems to meet the diverse needs of our particular student groups.
- Explore the options for expanding the Outreach Office space to better reflect its true value on campus.

While not a comprehensive list, the information provided here is intended to be a starting point for a more comprehensive strategic plan that will be created in the coming weeks by our Outreach Committee. We will continue to communicate our progress and provide quarterly updates, including the completed strategic plan once it is finalized. We will

communicate through our parent, student, and alumni email distribution databases. Alumni who wish to update their email addresses can do so by clicking [here](#).

We are heartfelt in our desire to create and maintain an institution that is steeped in our Catholic values and committed to equity and belonging in order to ensure continuous growth.

In solidarity,

Tim Brosnan  
President

Kate Caputo  
Principal

Greg Walker  
Director of Student Activities

AASU Moderator  
Patsy Vargas

Outreach Coordinator  
LASU Moderator