



CATHEDRAL CATHOLIC

HIGH SCHOOL

Home of the Dons

The Task Force on Race/Ethnicity at Cathedral Catholic High School was established in 2017. In light of racial tensions and challenges that were affecting society, and a request from Bishop McElroy for Catholic schools in the diocese to address the topic of racism and the incompatibility of racial prejudice with the Gospel of Jesus Christ and the dignity of the human person, this committee was formed. The committee developed the following goals:

- Study and discuss the current state of Cathedral Catholic High School as it pertains to the experience of cultural/racial/ethnic diversity;
- Engage the school community in such a way that gives a better picture of the diversity experience from student and adult perspectives;
- Recommend plausible next steps that would improve inclusivity at Cathedral Catholic.

Findings

More than 1,700 survey responses were received from students and adults, and qualitative data was gathered through five committee meetings.

Results from two student surveys (2017, 2018) had mixed results. Students from different racial and ethnic backgrounds feel comfortable participating in classroom discussion and learning. Students feel that their teachers are encouraging, treat students with respect, and that students are comfortable getting to know classmates who are from different cultures and racial/ethnic groups. The survey also provided data that can help improve the student experience at Cathedral Catholic. Those areas include: (1) Providing opportunities for students to develop an appreciation for diversity; (2) Improving student/teacher relations; (3) Find ways to discourage/stop students from commenting and/or participating in derogatory comments or jokes at a group, culture, or gender; (4) Explore why juniors/seniors are less positive about topics around diversity than freshmen and sophomores; (5) Student concerns about comments made by students during class that go unchecked by teachers.

Results from an adult survey (2018) also had mixed results. Adults feel comfortable getting to know students and other adults from different racial and ethnic backgrounds. They also believe that more opportunities to interact with students and adults from different racial and ethnic backgrounds would be beneficial to the school community.

There are two major findings from the Task Force:

1. There is a strong desire for improved relationships between administrators/teachers/counselors and students and among student groups and among adult groups. There's also a need for a more diverse adult community.
2. A desire for more education about diversity/inclusion in general and about different cultures specifically. Additionally, there's a need to celebrate and experience different cultures.



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Recommendations

Relationships

Employee formation program focused on empathy, compassion, and inclusion in Catholic education.
Re-imagine LIGHT Groups to include deliberate interaction among community members.

Education

Global Awareness Program
Review curriculum/syllabi to be more inclusive

Cultural/Inclusion Experiences Out of the Classroom

September: TBD
October: TBD
November: TBD
December: TBD
January: TBD
February: TBD
March: TBD
April: TBD
May: TBD
June: TBD

Additional Recommendations:

Administrators will monitor department data by gender, race, ethnicity, and grade level to ensure all the demographic outcomes are meeting school goals.

Review protocol for filing complaints related to racial discrimination/insensitivity with all stakeholders.

Special Thanks:

Employees:

Ryan Andrzejewski
Nancy Back
Sandy Blackstone-Gardner
Brittney Cairns



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Shandy Carlson
Frank Caro
Peter Cruz
Don DeAngelo
Rose Dembowski
Sara DeSantis
Sean Doyle
Paulina Gonzales
Marianne Goyette
Lindsay Hergert
Nick Hurt
Christine LaPorte
Ashley Lenz
Julia Liu
Carmen Lonergan
Marie Lopez
Kathy McIntosh
Mara Milligan
Tammy Niu
Malini Paye
Sara Rhodes
Tom Rickling
Nina Schrimpf
Esther Stephenson
Julia Tushaus
Adrienne Warren
Melissa Williams
Katie Wilson
Ebere Winston
Hannah Yen

Facilitators/Parents:

Jesse Jovel
Brandi Lucas
Lauren Vinci

Students:

Molly Abrom '21
Diego Argueta '19
Amaree Berry '21
Ericka Bocanegra '19
Bryce Brock '22
Rachel Carrillo '19



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Esmeralda de la Cruz '19
Eugenia Dominguez-Chaires '19
Yuelin Gan '20
Naomi Gipson '20
Alondra Gonzalez '19
Ashley Gonzalez '19
Daisy Hu '20
Rachel Huang '19
David Huerta '21
Jessica Huerta '21
Shuuluk Leo-Retz '19
Matthew Limberg '19
Maksil Lorenzo '19
Ziheng Ma '20
Shanell Mansour '19
Luke Meyers '20
Sydney Moore '20
Alicia Morales '19
Cameron Nash '20
Patricia Niu '19
Diego Piche '21
Lauren Puleo '20
Tahir Scott '20
Sierra Singleton '19
Olivia Sung '19
Isabella Tatro '20
Allen Vadukoot '22
Lizandrea Vizcarra '19
Zavien Watson '20