

Moving From Tolerance to Inclusion: A Matter of Justice

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Cura Personalis - Adults

- Moving from tolerance to inclusion is a matter of justice and important step in a diverse Jesuit school setting. This workshop will focus on the experience 'under represented' adults have in Jesuits high schools - specifically people of color and the LGBT community.

How did I get here ?

- Director of Faculty Formation 2008
- JSEA colloquium @ Santa Clara 2010
- JSEA Symposium @ Marquette 2012
- NYK Colloquium October 2012 (focus group)
- JSEA Colloquium @ SLU 2013
- Gay Straight Alliance – Jesuit Schools 2007 – present
- Why are all the black kids sitting together ?

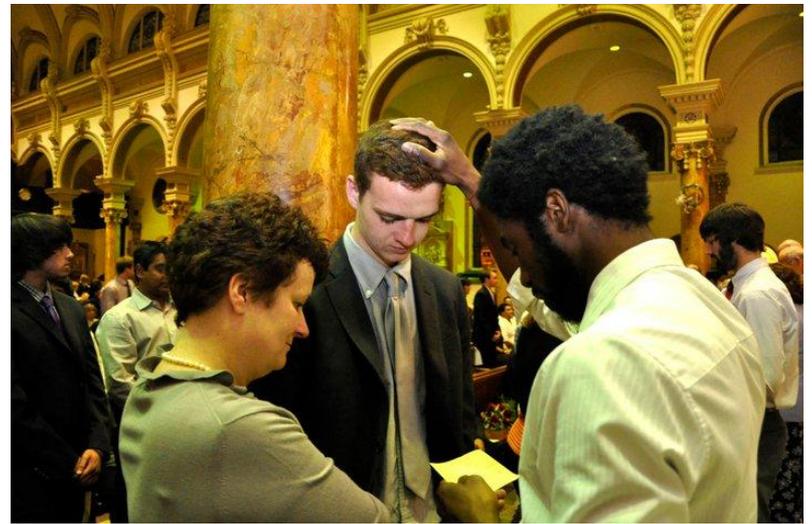
Introduction – describe your school .

- Employee Demographics
- People of Color
- LGBT community
- Turn and talk 2 minutes



JSN (JSEA) stats on Employees

- What percentage of faculty in Jesuit schools are people of color ?
- 2.1 %
- Why ?



History

- Jesuit schools enrollment of students of color has been low
- Schools are hostile places for people of color as students, do not wish to return.
- Percentage of people of color who go into education very low nationally



Cura Apostolica

- Why is it important to have ‘under represented’ people working in Jesuit schools?
- Reflection of society
- Role Models
- Justice



LGBT Adults

- How many openly gay adults work in your school ?
- What is their experience?
- Are they tolerated or included ?
- No stats available.



LGBT Adults in Jesuit Schools

- To what extent Jesuit Catholic high schools have been able to support and care for their LGBT students is unknown at this time. Depending on each school's relationship with the diocese and its employment policy, the experience of the LGBT community of all generations varies from school to school. Regrettably, there appears to be few Jesuit schools that do not discriminate against members of the LGBT community in their hiring policies and daily practices (Kaminsky, 2014).



LGBT School Employee Policies

- Do not discriminate based on race, gender identity, orientation.
- Employees reluctant to be 'OUT'
- Same Sex Marriage 'OUTED' the issue.
- Why is it important for LGBT people to be comfortable and safe in the schools.
- Lunch time conversation



Agents of Change

- Accept and name the oppression of marginalized people in Jesuit schools
- Understand the mission of Jesuit schools and root the call to change in mission
- Live in the tension 'audre contraire'
- Make a radical commitment to Justice



Open to Grace

- “God’s grace calls us not only to win back our whole selves for God, but to win back our whole world for God. We cannot separate personal conversion from structural social reform” (Arrupe, 1973, p.4).
- Be bold, be brave !



Challenge the structure of oppression

- Catholics—and by extension, those who teach in Catholic, Jesuit schools—are called to personal conversion. Arrupe (1973) believed that the structure of oppression existed in Jesuit institutions, and unless they were confronted and intentionally destroyed, they would continue to pervade Jesuit ministries and prevent them from fulfilling their mission as places that are filled with God's grace.



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Mis-Information

“I assume that we all have prejudices, not because we want them, but simply because we are so continually exposed to misinformation about others. . . . Prejudice is one of the inescapable consequences of living in a racist society—the cultural images and messages that affirm the assumed superiority of Whites and the assumed inferiority of people of color is like smog in the air”. (Tatum, 1997, p. 29)



Racism in the Media

- [Racism In The Aftermath Of Hurricane Katrina »](#)
[Sociological Images](#)

Moving Forward

- Recognize the importance of discussing race
- Evaluate the employee data
- Educate, educate, educate
- Create communities of inclusion that are open and welcoming
- Recruit People of Color, (then support and retain them)
- Have Courageous Conversations



Caring for People of Color

- Recognize the challenge of being a person of color in a largely White school community
- Value the **WHOLE** individual
- Recognize the importance of community as undeniable, especially for those who feel ostracized.
- Have courageous conversations
- Be **Bold** !



Educate the Adults First !

- Most educators have had little training in how to handle thorny exchanges. How to talk about the word nigger, or any other aspect of race, or racism. . . . Few teachers are taught how to be racially literate so we do not know how to help our students learn these skills. Not knowing how to handle the controversies we are unwilling to wander into what we perceive to be dangerous waters. (Bolgatz, 2005, p. 12)
- Read, discuss, reflect, act,
Bolgatz/Singleton/Tatum-Daniels

Care for the LGBT Community

- Have conversations with the Province and the Bishop
- Build a support network
- Be honest in the hiring process (we have this policy but we expect all employees to live within church teaching)
- Be Consistent ,Be **BOLD**
- Kent Hickey President of Seattle Prep



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