

# RESISTING RACISM

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Diversity, Equity, Catholicism, and Inclusion



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Head of Inclusivity and Belonging



**R. Adens - MMA**

Director of Diversity, Equity, Inclusion and Belonging

# OUR GOAL AND AGENDA



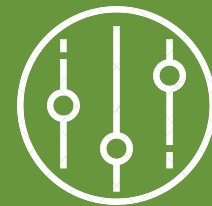
Creating space for an overlooked context



Addressing historical context of DEI efforts in the Catholic church

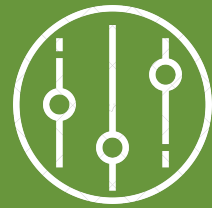


Open for discussion integrating common DEI practice into a Catholic context



Interactive with audience participation

# THE WHY



Catholic Social Teaching



College Preparatory  
Curriculums



The world has changed  
and embracing diversity  
is necessary for survival

# ESTABLISHING MEANING

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MISSION AND VALUES



# MISSION + DEI

## CONTEXT

Like St. Augustine, we believe that God is the Father of all creation. This is why Malvern Prep celebrates diversity in the Church and the world. Accordingly, at Malvern we welcome diversity of all types and integrate our commitment to diversify into the day-to-day academic, athletic, social, and spiritual development of every member of the Malvern community.



# Core Values



- Inspired by Faith
- Educational courage
- Compelled by mercy
- A Voice for Dignity and respect
- Principled Leadership

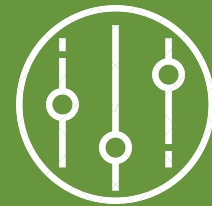
# Religious Sponsors



# Critical Concerns



# CORE CHALLENGES



Political Context of United States



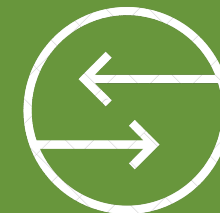
Religious Order Influence



Gender and Sexuality

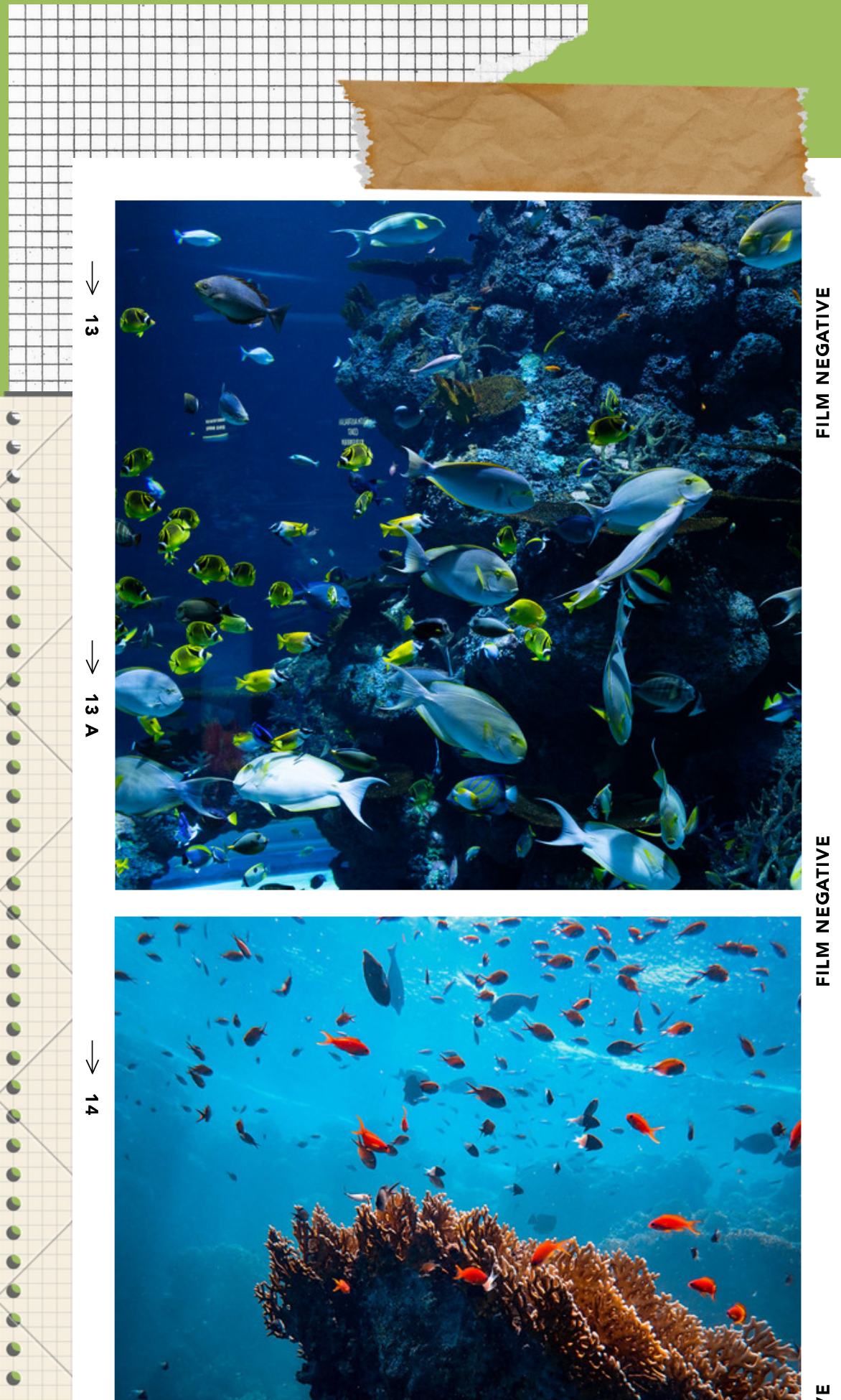


Church Climate



Historical Context in a Modern Society - Gender Roles





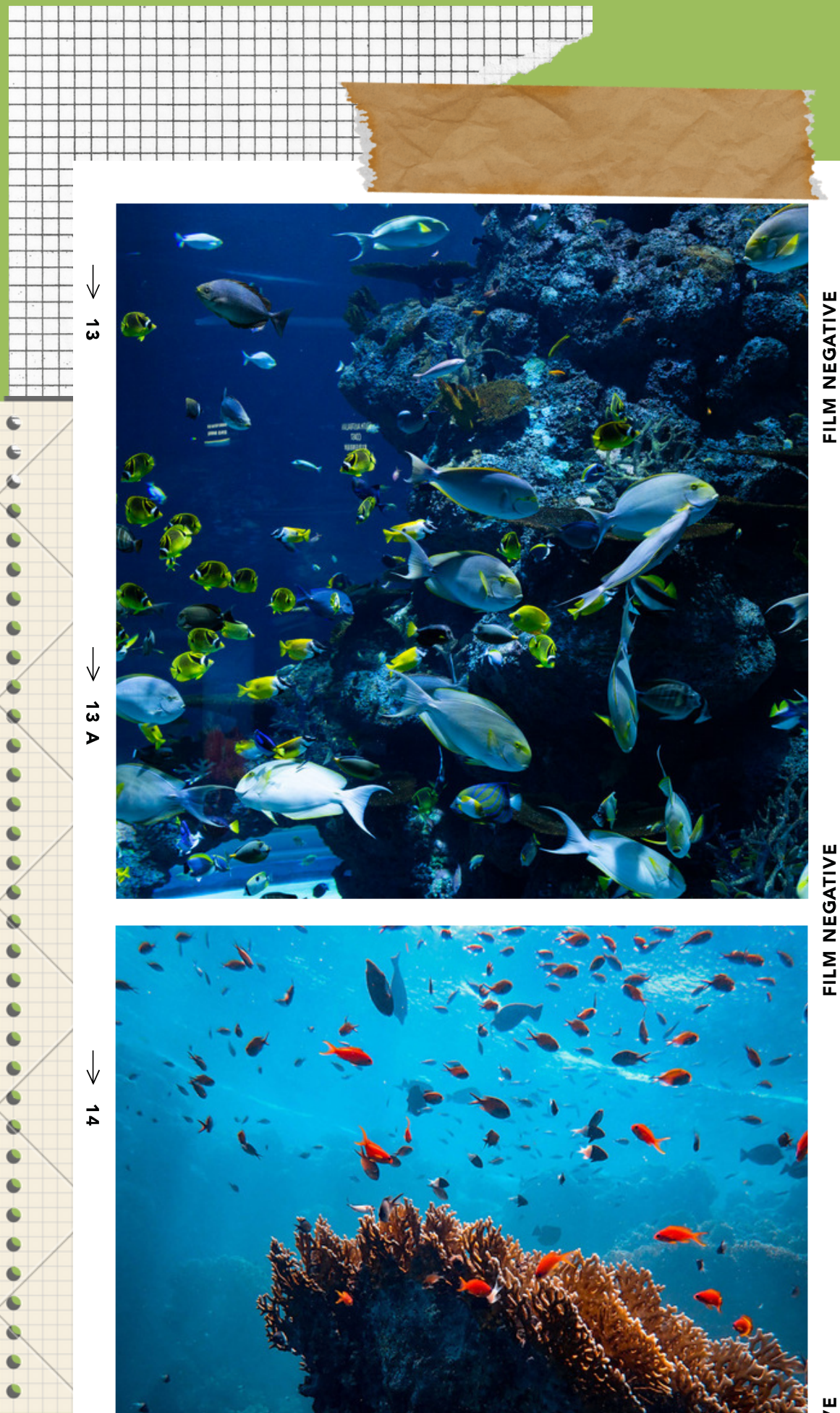
# AUDIENCE REFLECTION

What are the Core Challenges to Diversity, Equity, Inclusion that you have experienced? How do they show up?



# EXAMPLE - VIDEO

- THOUGHT QUESTIONS:**
1. WHAT DO YOU SEE?
  2. WHAT DO YOU HEAR?
  3. HOW DOES IT MAKE YOU FEEL?



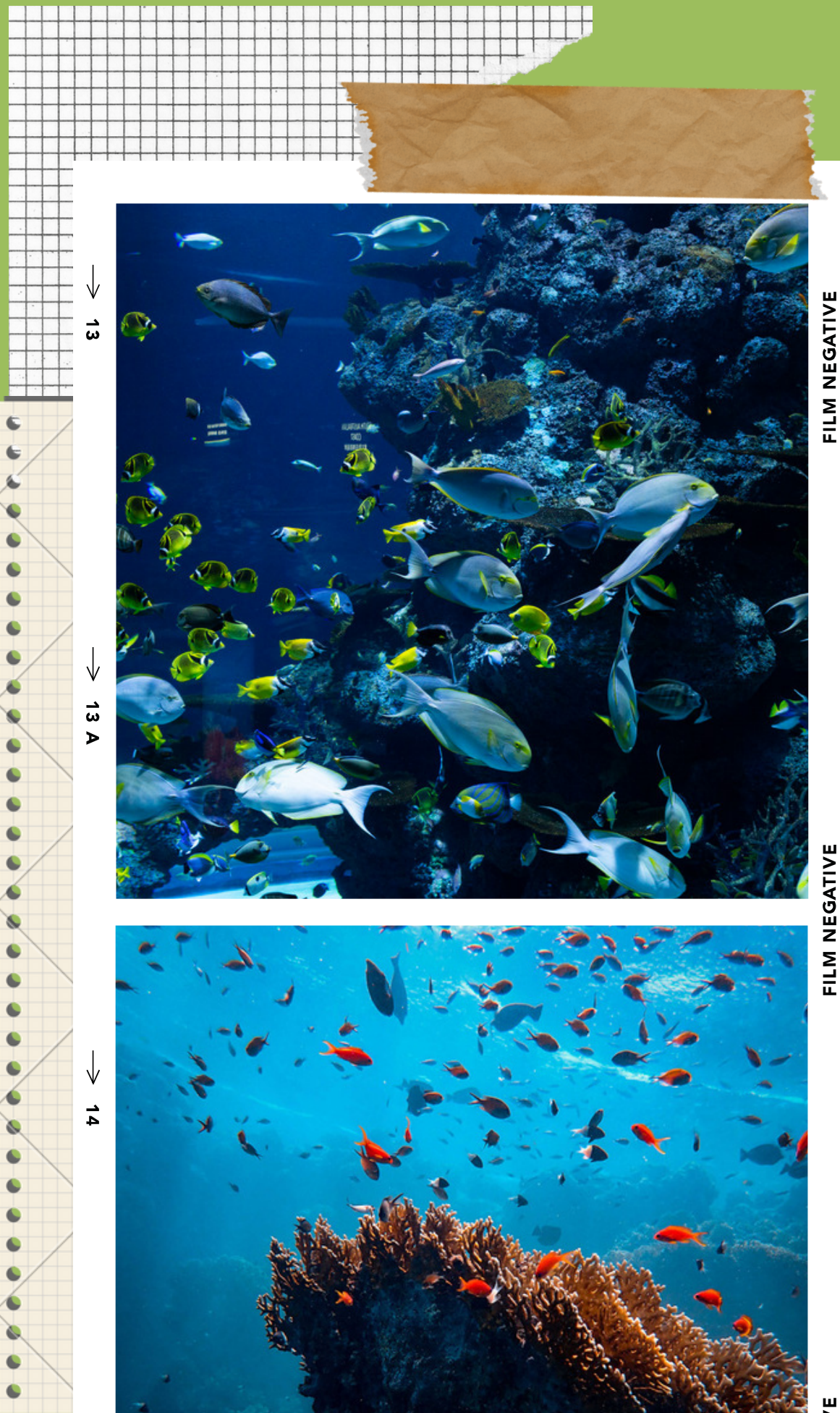
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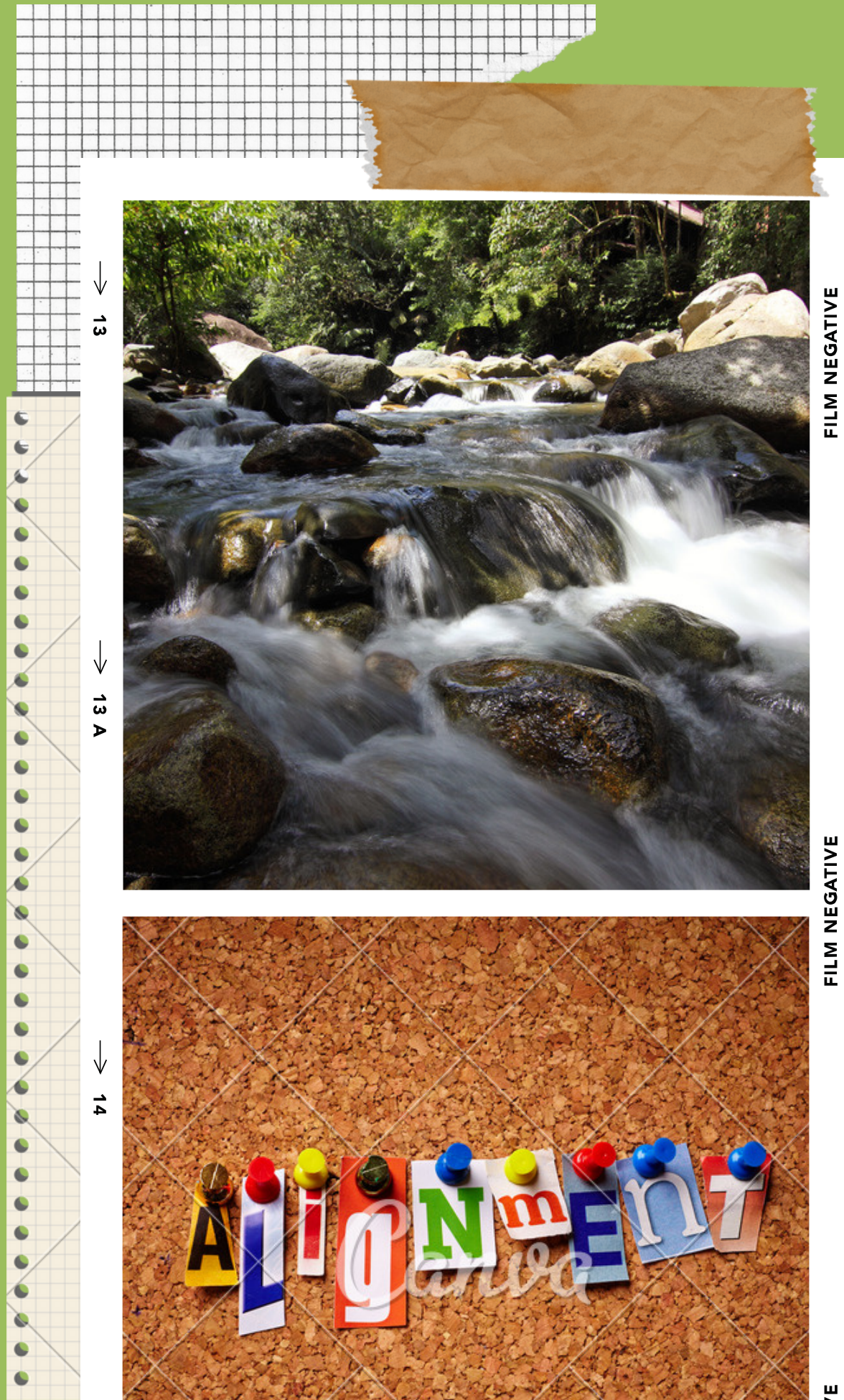
# ADDRESSING CHALLENGES



ALIGNMENT . BUILDING COMMUNITY .  
COMMUNICATION . CRISIS RESPONSE.  
DEFINING TERMS



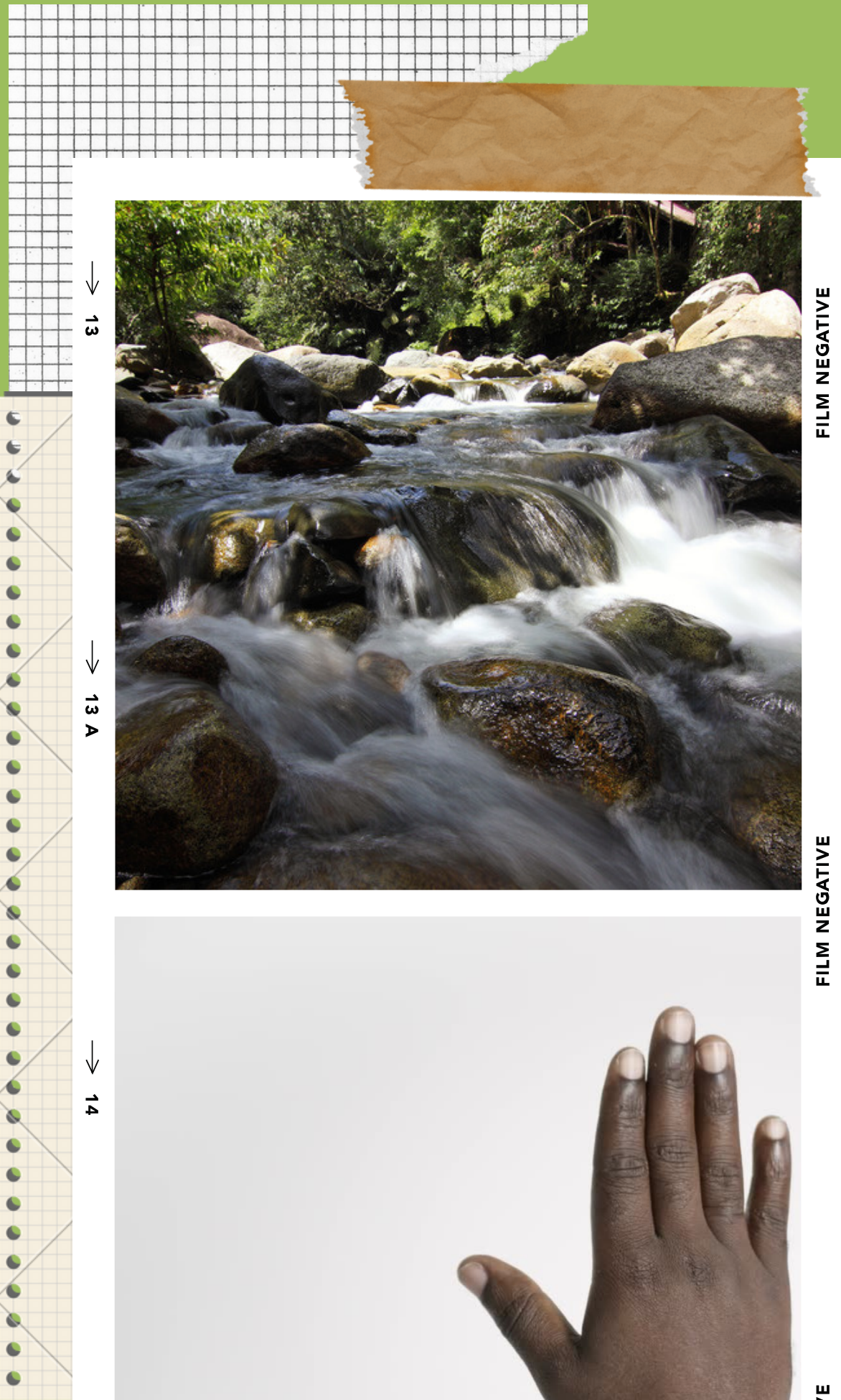
Canva



# ALIGNMENT

Alignment in Catholic Context -  
Integrating the Religious Core

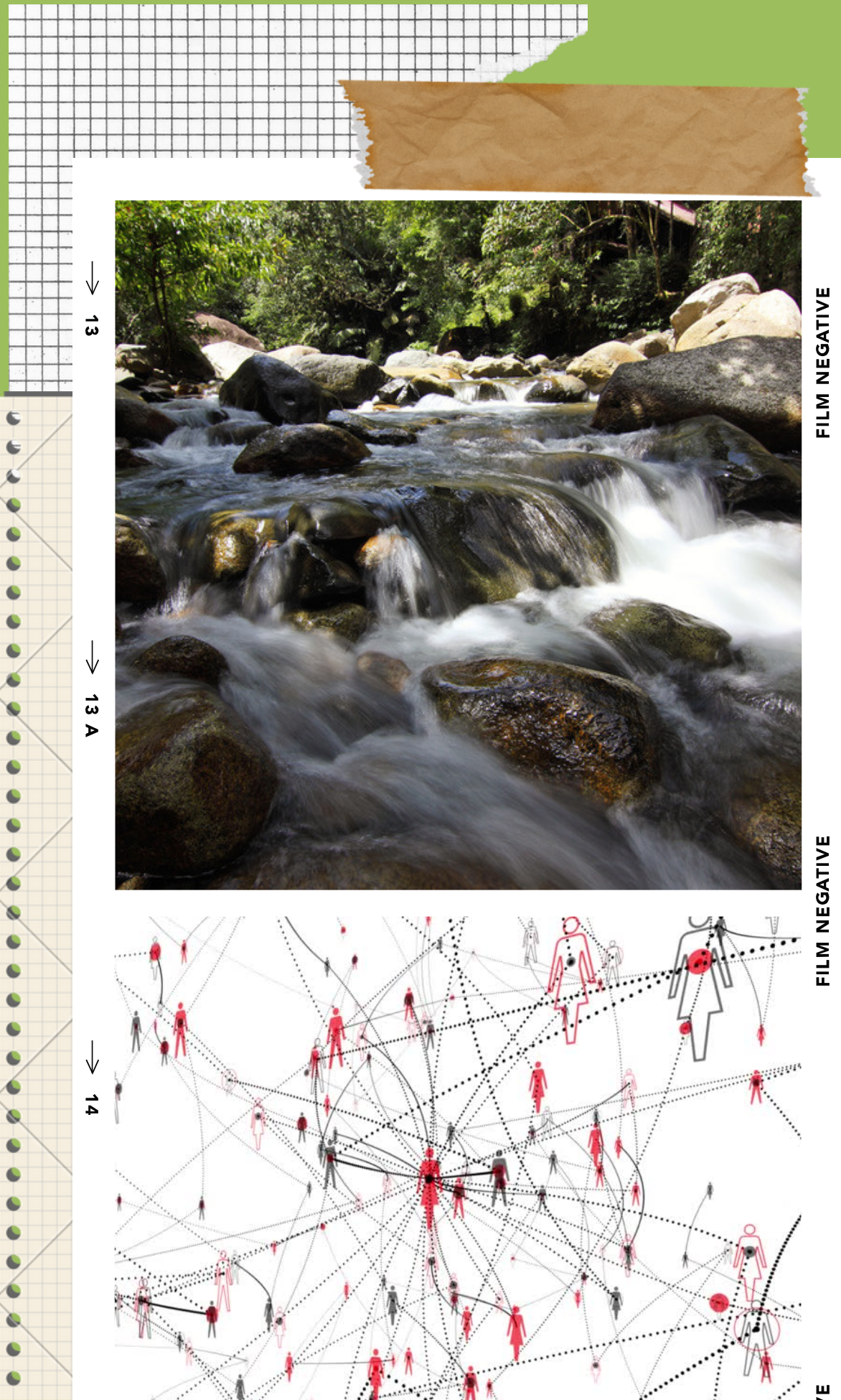




# BUILDING COMMUNITY

Common Practices + Catholic Core





# (MISSION CENTERED) COMMUNICATION

Building Buy-in with Religious Centering



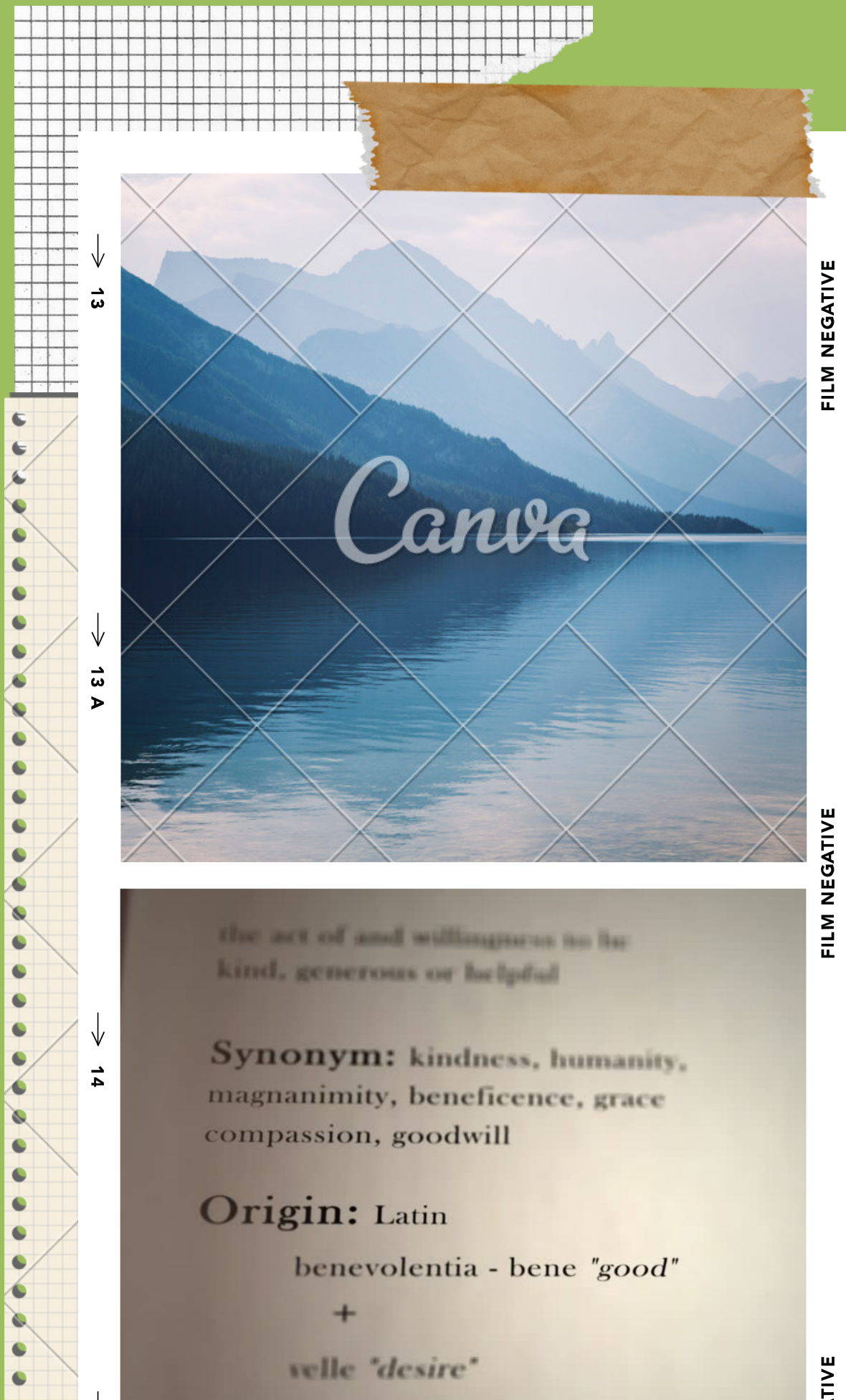




# CRISIS RESPONSES

Who Leads? Intricacies in communication





# DEFINING TERMS

Naming the What + DEI? I&B?





**THANK YOU!**

**CONTACT US!**

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