

Dear Mount Mercy Academy community,

Mount Mercy Academy wants to thank the students, alumna and community for coming forward and sharing their stories. We understand that we have not appropriately addressed racism internally at our school in the past and apologize for not taking a stronger stance.

We sincerely regret any harm or hurt feelings our new Diversity, Equity and Inclusion video has caused. We acknowledge that we need to improve our response to helping all students feel that they belong at Mercy and display a more diverse perspective. We are dedicated to supporting all students and will continue to make every effort to validate each and every story told. We want to thank the students who displayed their courage to tell their story and welcome those who wish to tell theirs as part of our action plan.

By the end of this school year, we commit to the following action steps :

- Discussions pertaining to response and responsibilities with our students and staff to further develop ways to address our shortcomings in regards to acceptance.
- Professional development and training to strengthen knowledge and educational practices related to inclusion, equity and diversity.
- Continue to collaborate with community partners in order to reinforce development of goals and implement change.

Long term goals:

- Review our mission statement to reflect the stance on anti-racism and mission of belongingness.
- Include and incorporate students, staff and community members to address policies and procedures to help identify and modify issues pertaining to culture, race, ethnicity and inclusiveness.
- Planning and preparing future forums in collaboration with our Diversity Equity and Inclusion coordinator Sister Jennifer Wilson.
- Modify curriculum to more fully integrate the Critical Concerns of Mercy:
 - Practice non-violence
 - Deepen our response to racism
 - Reverence of the Earth
 - Embrace our particular concerns for Women
 - Stand in solidarity with immigrants

We invite everyone to be involved in our upcoming listening sessions which will be announced soon. Mount Mercy Academy hears the concerns made and admit that we need to do better and will make a change.

“Let us take one day only in hands at a time. Resolve to do good today and better tomorrow.” - Catherine McAuley. Mount Mercy Academy is founded on the principles and values of the Sisters of Mercy and in the tradition of their foundress Catherine McAuley. We commit to upholding the Critical Concerns of the Sisters of Mercy.

Sincerely,

Kathleen Linhardt *Michele Melligan* *Sister Jennifer Wilson*

Kathleen Linhardt
Board of Trustees Chair

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Head of School

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DEI Coordinator

