



SAINT IGNATIUS

Cleveland • Jesuit • 1886

Office of Diversity, Equity & Inclusion

To the Saint Ignatius Community,

When I joined Saint Ignatius High School in August 2019, I knew I was becoming part of a very special community known for its rich history and tradition. The school's mission, coupled with Jesuit spirituality, aligns with my own education and faith values, and I'm delighted to be part of a place whose mission is to form young men of faith who are committed to social justice.

The Office of Diversity, Equity and Inclusion (DEI) is mission-focused and was created 14 years ago to support the entire Saint Ignatius community. The work is aligned to our school's mission; it follows the Gospels and Catholic Social Teaching. In collaboration with the Principal's Office, the department works to foster an equitable and inclusive learning culture for all students, where a sense of belonging, value, and care empowers them to excel academically, culturally and in faith formation.

Along with President Fr. Ray Guiao, S.J. '82, and with the support of our Board of Regents, the DEI Office partners with Human Resources and faculty professional development to foster a climate that supports growth, access and opportunity for all faculty and staff.

My professional goal is to sustain an office trusted to advocate for and champion inclusion, cultural awareness, competency and growth in the everyday lives of our students, parents, faculty and staff. My personal goal is to play a critical role in strengthening the relationships the school has with marginalized communities.

As I conclude my first year here, I'm heartened by my deep connection to and admiration of the Grad-at-Grad. I'm excited to be here in this pivotal time in American history. There has been no time in my life when the world has needed men of faith who understand inclusion more. With this understanding, I hope the presence of this office significantly contributes to the deepening of our mission. As we form men who are intellectually competent, I pray they are also culturally competent. My heart's desire is that our phenomenal graduates embrace diversity, equity and inclusion in a way that positively impacts the world and brings people closer to Christ. I'm honored to be part of that process and I sincerely thank you for your partnership in this important work.

Blessings,

Deborale Richardson-Phillips, Ph.D., PHR
Vice President of Diversity, Equity & Inclusion