



Process Overview and Major Findings

Context

The Crusader name has been in use since Jesuit High School's founding in the fall of 1956 when the student body chose the name by election. The school's mascot, Charlie Crusader, was designed in the fall of 1963 by a student to visually represent the name, and the terms "Sadernation" and "Sadars" have become popular adaptations to represent our community and embody school spirit.

Over many years, however, and more recently in connection with efforts to review and improve Jesuit High School through the lens of diversity, equity and inclusion and the principles of the Catholic Church, the school has heard significant concerns about the appropriateness of the Crusader name and its visual representation of Charlie Crusader.

During 2020-21, as part of Jesuit's [Diversity, Equity and Inclusion \(DEI\) strategic initiatives](#) which were shared with the Jesuit community in late July 2020, the school conducted a comprehensive, yearlong process of soliciting feedback and promoting dialogue with the entire Jesuit community about the Crusader name and mascot, allowing the Board of Trustees to determine next steps after receiving, reviewing and discerning community feedback.

Mascot Working Group

In August 2020, the Board of Trustees appointed a task force - the Mascot Working Group (MWG) - comprised of 14 individuals connected to the Jesuit High School community. The group represented important perspectives from students to parents to alumni to faculty and administrators as well as the Society of Jesus.

The role of the MWG was to facilitate the conversation with the school community and create opportunities for participation, constructive dialogue, and discernment surrounding the appropriateness or inappropriateness of the Crusader name and mascot in light of Jesuit's mission, values and Ignatian principles.

From August 2020 to January 2021, the Mascot Working Group met on a regular, nearly weekly basis to formulate, plan and conduct a comprehensive process of soliciting feedback and promoting dialogue with the entire Jesuit community about the Crusader name and mascot.

Process for Obtaining Community Feedback

The following opportunities and resources were provided to the school community to solicit feedback and allow for the most participation as possible in the process.

Online Survey

An online survey was the primary way for constituents to provide their feedback. The MWG spent a significant amount of time developing the survey.

The survey was distributed to all individuals (for which the school had current email addresses) in the following groups beginning December 7, 2020:

- Students
- Alumni
- Current Parents
- Alumni Parents
- Faculty/Staff/Coaches

The survey closed mid-day on January 11, 2021, which allowed for a period of nearly six weeks for participants to complete the survey.

Listening Sessions

In addition to the online survey, the MWG hosted two virtual listening sessions for community members to provide their input. These sessions were moderated to allow opinions to be voiced and acknowledged. They occurred on the following dates.

Listening Session 1 - Students Only

- December 15, 2020
- Participants: 138

Listening Session 2 - Community At-Large

- December 17, 2020
- Participants: 225

Educational Video Resource

The MWG diligently worked to create an [educational video](#) presenting the evolution of the Crusader name/mascot at Jesuit High School, a brief history of the Crusades and the cultural connotations today. As part of this process, the MWG consulted with several historians of the Crusades at the collegiate level and a DEI consultant. These individuals were integral in helping the MWG build an understanding of the Crusades and of some of the cultural connotations today. The MWG felt the educational video was a critical resource to steward community participation and build understanding between the diversity of perspectives that exist in our community. They also felt it was integral to provide constituents with a basic level of knowledge and understanding so they could meaningfully participate in the process.

Community Feedback Inbox

Community members were encouraged to share additional thoughts via email at communityfeedback@jesuitportland.org.

Deliverables for the Board of Trustees

On January 22, 2021, the MWG provided all quantitative and qualitative community feedback to the Board of Trustees for their review, consideration and discernment following the conclusion of the community feedback process.

Overview of Survey Responses

Survey Invitations

- Total Invitations: 14,991
- Total Responses: 3,884
- Response Rate: 26%

Survey Data - Major Quantitative Findings

The survey was sent to 14,991 members of the various constituencies that represent the Jesuit High School family. Thanks to all who participated in this important process.

Below is a summary of the major quantitative findings of this survey:

<u>Constituency Groups</u>	<u>Survey Invitations</u>	<u>Response Rate</u>	<u>Keep the Crusader Name</u>	<u>Replace the Crusader Name</u>
Students	1,274	80%	71%	29%
Alums	8,321	22%	62%	38%
Current Parents	2,172	33%	68%	32%
Alum Parents	4,536	17%	68%	32%
Faculty/Staff/Coaches	219	54%	49%	51%
Total	<u>14,991 *</u>	<u>26%</u>	<u>65%</u>	<u>35%</u>

* Please note that given the overlap in various constituencies, this column does not add up to the total survey respondents of 14,991.

Students: We sent surveys to all 1,274 of our current students in the 2020-2021 academic year and received responses from 1,013 or 80% of the students. Of these respondents, 71% of the students believed that Jesuit should keep the Crusader name and 29% of the students surveyed believed that the Crusader name should be replaced.

Alums: We sent surveys to 8,321 of our alums and received responses from 1,827 or 22%. Of these respondents, 62% of the alums believed that Jesuit should keep the

Crusader name and 38% of the alums surveyed believed that the Crusader name should be replaced.

Current Parents: We sent surveys to 2,172 of our current parents and received responses from 705 or 33%. Of these respondents, 68% of the current parents believed that Jesuit should keep the Crusader name and 32% of the current parents surveyed believed that the Crusader name should be replaced.

Alum Parents: We sent surveys to 4,536 of our alum parents and received responses from 774 or 17%. Of these respondents, 68% of the alum parents believed that Jesuit should keep the Crusader name and 32% of the alum parents surveyed believed that the Crusader name should be replaced.

Faculty/Staff/Coaches: We sent surveys to 219 of our faculty/staff/coaches and received responses from 119 or 54%. Of these respondents, 49% of the faculty/staff/coaches believed that Jesuit should keep the Crusader name and 51% of the faculty/staff/coaches surveyed believed that the Crusader name should be replaced.

Total: We sent surveys to a total of 14,991 members of the Jesuit community and received responses from 3,884 or 26%. Of these respondents, 65% believed that Jesuit should keep the Crusader name and 35% surveyed believed that the Crusader name should be replaced.

Qualitative Survey Data

The online survey also yielded a significant amount of qualitative data in the form of thousands of narrative responses to questions which were shared in their unedited and complete form with the Board of Trustees for their consideration.