



RANDOLPH

Dear Randolph Community:

Over the past several weeks, we have heard from current and former students, many of whom are students of color, regarding their experience at Randolph. As our country confronts systemic issues of equity and injustice, especially those affecting the Black community, we look to our own school and the ways we can promote equity rather than perpetuate prejudice. One of our guiding principles is to encourage our students to be fearless leaders, and we are grateful for the courage and leadership of these students to advocate for themselves and others. As a community, we aspire to be a place where every student is not only challenged intellectually, but also supported emotionally and socially. As an educational institution, we seek both to *educate* and to *learn*, and we believe in the power of education to transform both hearts and minds. As we desire to be a place that truly nurtures all in which every person is an equal, contributing member, we have committed to take the following steps to continue our pursuit of this goal:

- the Randolph Board of Trustees has established a committee to develop strategies to both improve and sustain a culture of diversity, equity and inclusion and will communicate regular updates on its work;
- the school will hire a consultant who is trained in the areas of diversity, equity and inclusion - especially within the context of an independent school - to work with us in preparation for and during the coming school year to assess the current climate of the school and identify areas for needed growth;
- the school will review current policies and procedures for reporting and addressing concerns related to racism, equity and inclusion to ensure an open and supportive process;
- the school will hold a series of discussion forums to hear from underrepresented constituencies about their experience at Randolph; and
- all faculty, staff, and coaches will participate in training prior to the beginning of the school year in the areas of cultural awareness and implicit bias.

To those who have shared their experiences, thank you. Your insight and deep appreciation for Randolph School and matters of justice and reform reinforces the importance of the work we do in partnership with everyone in our community. While the steps outlined above are critical, they are by themselves insufficient. The struggle for equity and justice is ongoing and one in which every member of our community must engage to effect meaningful and lasting change.

Sincerely,

Marshall Schreeder, Jr. '96
Chair, Board of Trustees

Adam M. Dubé
Incoming Head of School

Jerry B. Beckman
Interim Head of School

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