



Dear Randolph Community,

Since the last update regarding our school's work related to diversity, equity, and inclusion (DEI), our committee has continued to stretch towards progress in several areas. Acknowledging that the nature of the work is ongoing and multifaceted, the committee has adopted a wide lens in both gathering data and considering new initiatives. There are two new initiatives I'd like to share with you.

First, the committee has collaborated on the development of an inclusivity statement. While the statement is still being finalized, the purpose of the statement is to serve as a guide and a promise. As a guide, it helps to remind each of us of the tenets of an inclusive community and the reasons why such a community is important. The benefits of having a diverse, equitable, and inclusive community have been well researched and align with Randolph's mission of nurturing all. The statement is also intended to serve as a promise to each member of our community, holding us accountable and offering encouragement.

Secondly, the committee proposed, and the Board of Trustees has approved, the establishment of the Randolph Teaching Fellowship Program. The purpose of the fellowship is to recruit individuals from under-represented groups in the teaching profession who have a desire to become a teacher. Each Fellow will be part of a robust mentoring program and will be given opportunities to grow and develop professionally in a supportive and collaborative environment during the fellowship year. At the end of the year, the goal is to retain the Fellow in a full-time faculty position, if they are prepared to do so. Ensuring that our faculty and staff reflects the diversity of our student body is critical in the support and development of our students. Additional information about the Randolph Teaching Fellowship can be found [here](#).

Clarissa McClain, our Director of Marketing and Communications, recently hosted a roundtable discussion with Board of Trustees Chair Marshall Schreeder, Board Vice Chair & DEI Committee Chair Melissa Dodgen, and me to discuss the progress and commitment of our DEI work. I invite you to [watch the conversation](#), which will also be featured on [the School's website](#).

On behalf of the trustees, faculty, and staff, I would like to thank all of you for the support and feedback you have provided during the past months. Hearing both your encouragement and concerns is vital to the success of these initiatives. It's important to us that we engage all members of our community, recognizing the diverse backgrounds and experiences each of us represent. The work is challenging and the problems historic. However, we are fully committed to fulfilling our mission of seeking truth, building character, and nurturing all.

Sincerely,

Adam Dubé  
Head of School

SEEKING TRUTH • BUILDING CHARACTER • NURTURING ALL

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