



# RANDOLPH

Dear Randolph Community:

Over the past several months, we have been working as an educational institution to address the ways in which Randolph School can become a place that truly nurtures all. As our country continues to face issues of racism and injustice, the importance of working to improve and sustain diversity, equity, and inclusion at Randolph remains a priority.

In a June 2020 Letter to the Randolph School community, we committed to several steps in pursuit of this goal. We'd like to offer the following updates:

- The Diversity, Equity, and Inclusion Committee has been established under the leadership of the Vice-Chair of the Board of Trustees. The committee consists of members of the Board's executive committee, Head of School, administrators, current parents, and alumni. As outlined in its charter, the committee will meet regularly to develop a list of strategic initiatives and goals to both improve and sustain a culture of diversity, equity, and inclusion at Randolph School by:
  1. Reviewing past strategic initiatives at Randolph to understand both successes and lessons learned;
  2. Reviewing current and planned efforts in the areas of diversity, equity and inclusion with the current student body, faculty, and other consultants;
  3. Working alongside a consultant to gather, review and analyze findings and feedback from students, alumni, parents and faculty;
  4. Exploring similar strategic initiatives by peer schools and guidance from SAIS/NAIS to develop ideas, solutions, and suggestions for Randolph's next strategic plan; and
  5. Making a recommendation for a structure that ensures an ongoing commitment to strengthening diversity and inclusivity at Randolph.
- All faculty and staff participated in mandatory training in the areas of cultural awareness and implicit bias in September, facilitated virtually by Laterrica Shelton, the Vice President for Diversity, Equity, and Inclusion at The University of Alabama in Huntsville. Additionally, more than half of Randolph's faculty and staff voluntarily joined book clubs to read *Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do* by Dr. Jennifer Eberhardt. Faculty and staff members have also received access to free resources, including this [curated book guide](#), [a 21-day racial equity learning challenge](#), and an anti-racism discussion series offered by INDEX, a benchmarking consortium of highly selective independent schools.

- Due to an increased demand for this specialty, the School is still actively searching for 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 to assess the current climate of the school and identify areas for needed growth.

These ongoing efforts are deeply rooted in a desire to live out our mission to seek truth, build character, and nurture all. We have a moral obligation to always strive to be a place where every student can thrive intellectually, while being supported emotionally and socially. We embrace this opportunity for growth and believe that our School possesses the power to educate, uplift, and transform hearts and minds.

Sincerely,

Adam M. Dubé  
Head of School

SEEKING TRUTH • BUILDING CHARACTER • NURTURING ALL

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