

May 29, 2020

Dear TUHSD Community,

I reach out today with a plea for reflection and a call to action in response to the racist events that persist in our country. For the past several years, we, as a District, have focused on equity and improving the learning conditions for our historically marginalized students. As role models to our students and leaders who have been educated to recognize racism in all of its many forms, we are compelled to speak up in the face of acts of white supremacy and violence.

We have all been impacted by the response to COVID-19. It has and continues to be anxiety-producing, isolating and disruptive to the lives we were living a mere three months ago. However, please take a moment to reflect on the fact that our African-American and Latinx communities have been hit the hardest and this fact highlights the deeply ingrained, racist systems at play in our country. Those systems are what make it possible for a young man to be shot dead by white civilians while jogging through his neighborhood, for a white woman to threaten a black man's life by calling the police on him while he was birding in Central Park and for a police officer to slowly murder a black man in his custody while others looked on.

As a learning institution, it is imperative for us to provide space for our students and co-workers of color and to amplify their voices. It is time for us to act and be anti-racist, to follow what I truly believe is in all of our hearts. For those of us who are white, we must not be complicit through silence. We must engage in dialogue that moves us forward towards being an inclusive and loving society. We must find it in our hearts to first feel and then, importantly, demonstrate compassion. We have much work to do and I believe we are capable of doing so. Simply reaching out to a student, co-worker or community member of color to ask how they are feeling and let them know you care about their experience is a good place to start.

I have provided these resources in hopes that they will help us have necessary conversations about race.

- [Teaching Tolerance: White anti-racism](#)
- [Discussing Race, Racism and Other Difficult Topics with Students](#)
- [Your Black Colleagues May Look Like They're Ok-Chances are They're Not](#)
- [Teaching Hard History in Hard Times](#)
- [Code Switch Podcast](#)

Thank you,

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