



## **The Arbor Learning Community**

July 7, 2020

Dear Arbor Families,

Systemic racism has been a problem in our country for hundreds of years and continues today. Both intentionally and inadvertently, places of learning and community have played a role in poor treatment of Black Americans throughout our country's development.

Acknowledging discrimination faced by Black Americans as well as other communities who have experienced systemic oppression and injustice in educational organizations, we at The Arbor are obligated to look within.

Do we adequately foster respectful dialogue among people of different races, religions, backgrounds, and perspectives?

Do our classes adequately incorporate the voices, histories, and contributions of people from a wide range of backgrounds, including people of color?

Do we as an organization that seeks to serve gifted students, recognize and respond to giftedness in students of all backgrounds?

And ultimately, in what other ways might we have we contributed to systemic racism as a community, and what can we do to improve?

Now is the time to look beyond the divisive nature of polarizing language and meet our community in a place of conversation and action, cultivating an environment where hard questions can be asked and where we begin by listening.

We resolve to critically examine and reflect upon our curriculum and practices in order to make them as inclusive and respectful of the varied experiences and backgrounds of as many of our students as possible.

We also resolve to be open to listening to feedback about our curriculum and practices and welcome opportunities for dialogue.

We believe that as a community of learning, we have a role to play in fostering inclusive thinking in the next generation. Please join us as we stand with our Black students, with our students of color, and with all of our students and families who have suffered systemic oppression, to work towards becoming a better and more inclusive community.

Now or in the future, parents and students who have specific feedback or concerns or who would like to begin a dialogue on these topics, are encouraged to email us at the email addresses below.

Thank you for being part of The Arbor.

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The Arbor Board of Directors  
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