

Dear CACPCS School Community:

Our community is hurting – CACPCS, the Bronx, New York City, and the entire country is hurting. To every member of our school community, we want you to know that black lives matter and we stand in support of racial equity.

The heartache caused by recent events sheds light on longstanding inequities. Communities of color suffer from “not being able to breathe” because of an ever-present virus in our country – racism. We should not live in a world where you can’t jog, go food shopping, sleep in your own bed, or birdwatch without fear of being subjected to untrue accusations, embroiled in a confrontation with the police, or killed.

We say the names of Ahmaud Arbery, Breonna Taylor and George Floyd while simultaneously remembering countless others who have come before them. These events should never happen and we might hope that these events were simply a couple of bad months in America’s story, but the sad reality is that this **is** America. Over the past few years we have mourned for Trayvon Martin, Eric Garner, Michael Brown, Tamir Rice, Reneisha McBride, and many others whose lives were deemed not to matter. But discounting the value of black lives lies deep in our history, going back to the very foundations of our country. It is time for us to write a new future.

We know that our CACPCS students are watching these events and wondering what it means for their safety now and in the future. They may wonder if others believe their lives matter. We must work together to assure them that they are immensely valued. It starts with creating spaces for healing and deep conversation and continues by taking an anti-racist stance in all that we do.

We all have a role to play in this call to action.

CACPCS will respond to this call to action in the following ways:

- We reaffirm our commitment to naming the problems of racism, racial inequities and bias in our school, our community, our city, our country and our world when they occur.
- We commit to creating a fully-inclusive school environment.
- We commit to providing our scholars with a quality educational experience that demonstrates our high expectations of them and that they experience as inclusive, culturally-responsive and sustaining.
- We commit to providing our staff, leadership and board with on-going professional learning and support on those policies and practices that ensure greater diversity, equity and inclusion in our work as a school community.

Please read our Anti-Racism Statement and review and share the resources we have included below and on our school’s website to further understand how CACPCS will continue to respond to this call to action now and in the future.

Respectfully,

The CACPCS Board and Head of School

CACPCS Anti-Racism Statement

Children’s Aid College Prep Charter School is on the journey to become an anti-racist institution. We believe our community of students, employees and parents deserve a school environment where everyone is valued.

We acknowledge that institutional structures in the United States are historically racist and we want to do our part by purposefully identifying, discussing and challenging issues of race and color, realizing the impact these issues have on the organization, its systems, and its people. We challenge ourselves to correct inequities we discover within CACPCS and gain a better understanding of ourselves during the process.

As we continue to learn, we do believe in the diversity of thoughts, ideas, beliefs, experiences and the inclusion of people regardless of color, gender, language, national origin, sexual orientation, abilities or age.

We are committed to building true partnerships with our community by integrating anti-racist work into everything we do. Through a diversity council, staff affinity groups, examining school policies and procedures, ongoing workshops and clinical trainings, and consultation services, we study and confront issues of race, racism, systemic inequities, disparities and community-wide and intergenerational impact.

RESOURCES:

Resources for Talking About Race, Racism and Racialized Violence with Kids (The Center for Racial Justice in Education)

<https://centerracialjustice.org/resources/resources-for-talking-about-race-racism-and-racialized-violence-with-kids/>

The Culturally Responsive Education Hub/The Education Justice Research and Organizing Collaborative (EJ-ROC) at the NYU Metropolitan Center for Research on Equity and the Transformation of Schools

<https://crehub.org/>

NYSED Culturally Responsive-Sustaining Education Framework

www.nysed.gov/common/nysed/files/programs/crs/culturally-responsive-sustaining-education-framework.pdf

[“How White People Can Hold Each Other Accountable to Stop Institutional Racism”](#) by Elly Belle

“White Fragility” (Robin DiAngelo) – 2011

<https://libjournal.uncg.edu/ijcp/article/viewFile/249/116>