



To: [Appropriate Individuals in the School/University Administration/Board]

From: [You/A Group of Individuals/A School Committee/Parents Association, etc...]

Date: [Month Day, Year]

RE: Making this Institution AntiRacist

In the wake of recent events, it is clear that racism and anti-Blackness are woven into the fabric of America. We can see it in the prevalence of discrimination and inequity that affects every aspect of American life -- education, housing, health care, employment, economics, police brutality, violence against Black people, and the criminal justice system.

There is no profession, institution, school, or community that is exempt. In fact, recent studies show that educators and non-educators have nearly identical explicit and implicit bias anti-Black rates/pro-white rates (30% explicit, 77% implicit). Studies also show that educator bias is associated with racial disparities in student achievement, discipline, and several other negative outcomes. I understand that the [school/institution] has [describe whatever they have done recently to address these issues]. Thank you, those steps seem like a start in the right direction.

However, as a member of this community I am very concerned about the inevitable existence of racist policies and I would like to know what the [school/university] is doing to identify and dismantle such policies within this institution. The leading scholar on AntiRacism, Professor Ibram X. Kendi, defines a racist policy as "any measure that produces or sustains racial inequity between racial groups" and an AntiRacist policy as "any measure that produces or sustains racial equity between racial groups." Years have been spent on sporadic diversity and inclusion training, however, such measures have not eradicated racist policies and are inadequate to make the meaningful systemic change needed to create a just America. **The urgency of this moment calls for immediate action.**

Actions needed include an **independent audit of existing written and unwritten racist policies that will be swiftly dismantled and replaced with active AntiRacist ideas and policies in all levels of school governance, pedagogy, curriculum, and address the items listed below. Metrics for compliance also need to be designed and implemented.**

- Faculty Recruitment
 - Hiring
 - Retention
 - Performance
 - Promotion
 - Discipline
 - Termination
 - Compensation
 - Training
 - How the institution is supporting Black faculty and staff.
 - What percentage of the administration/school leadership is Black?
 - What percentage of the teachers are Black?
- Student Body (adjust as needed consistent with your student body)
 - Admissions/Enrollment
 - Classroom Placement
 - Grading
 - Discipline
 - Counseling Out
 - College Counseling
 - Financial Aid
 - Use of police on school grounds
 - Social and Emotional Wellbeing
 - How the institution is supporting Black students?
 - How the institution is educating non-Black students about systemic racism and its efforts and reasons for dismantling racist policies?

- Curriculum
 - Is the true history of African Americans taught as part of US History? If so, is it part of a required course load?
 - How are Black people represented in the curriculum?
 - How are Math, Science, and Accelerated/Advanced Placements made?
- Parent Community
 - What steps is the [school/institution] taking to educate the non-Black parent community about systemic racism and the [school's/institution's] efforts and reasons for dismantling racist policies?
 - What steps is the [school/institution] taking to support the Black parent community?
- Evaluate the [school/institution] using the [Continuum on Becoming an Anti-Racist Multicultural Organization](#).
 - What is the [school/institution] saying publicly and internally about systemic racism, racist policies, and anti-Blackness in America?
 - Is the [school/institution] allocating adequate funding to address the issues identified as part of this audit?

A robust social and emotional system of support is needed to repair racial trauma and must be included in the budget. Learn about weathering and other implications discrimination has on Black people's emotional and physical wellbeing by reading the embedded links.



In addition, we encourage the school to adopt a resolution, similar in spirit to the [Prince George's County Board of Education Resolution adopted in 2018](#) and the types of measures identified in this [Washington Post](#) article. This article from the [Atlantic](#) also has helpful information for educators who want to be AntiRacist.

I am eager to help in any way I can and volunteer [to serve on a committee tasked with coordinating with the administration] on this very important issue.

Thank you,

