



Office of the Superintendent
401 McIntire Road
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March 19, 2021

Dear Colleagues,

In my weekly check-in on March 12, I noted that we will be hosting one of our nation's most renowned experts on the subject of anti-racism, Glenn Singleton, for a Zoom conversation on Friday afternoon, March 26, beginning at 1:15. Mr. Singleton is the author of the widely-proclaimed *Courageous Conversations About Race*. There is nothing more important to our school division than the success of our anti-racism policy and the participation of all employees on March 26 is necessary to our success.

My conversations with my colleagues about the Singleton book have been difficult but revealing. I have a much deeper appreciation of the heavy cost we all pay from practices that have the effect of promoting unfairness and discrimination. We can see it, for instance, in the equity and achievement gaps that divide the children and families in our school communities.

Proudly, we are among one of the first school divisions in our nation to adopt an [Anti-Racism Policy](#). It is built on a shared commitment to remove inequality of opportunity from our classrooms and offices. It requires us to learn hard lessons, make tough changes, own our individual and collective responsibilities and welcome the honest conversations that will create a brighter future for all of our children.

If we are to fulfill our responsibilities to the children in our care and to one another and if we are to meet our responsibilities as community leaders, it is required of us that our anti-racism policy be more than words. It must be a call to action for every one of us.

I will have more to say about this on March 26 when I welcome you at 1:15 p.m. Mr. Singleton will join us from 1:30 until 2:45. Following his conversation with us, we have set aside some discussion time to talk about the presentation and our next steps.

Dr. Martin Luther King, Jr. once reminded us that as a community, we all are part of one fabric. When one part is torn, the entire fabric is damaged. That's why being an anti-racist makes us stronger, more valuable to one another and more successful as individuals and as a team.

We have added this important event to your calendar and will be providing you with a link. If there are any issues with you being able to attend, please talk with your supervisor to resolve those issues.

Respectfully,

A handwritten signature in black ink that reads "Matthew S. Haas".

Matthew S. Haas, Ed.D.
Superintendent