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Dear IEA Community,

Tuesday's guilty verdict in the murder of George Floyd has renewed a multitude of complex emotions in many Americans. Thoughts of accountability, racism and justice are running through everyone's minds, and with this momentum we are inspired to focus on change.

Violence against people of color is an epidemic in our country and we as Americans must engage in these difficult conversations to end its spread. We must take responsibility for our actions and hold ourselves accountable so this cycle stops repeating. This is the first step towards justice. We can acknowledge these intolerable conditions as we step towards breaking down systemic racism to create and carry out solutions.

As Cornel West states, "None of us alone can save the nation or the world. But each of us can make a positive difference if we commit ourselves to do so."

We can commit to making a positive difference in so many of the actions we take. From being conscious of how we talk to each other and how we help each other through conversations with our students and our peers around these issues, we can start taking steps forward. IEA has always been a place of compassion and safety for our students and our staff and we continue to prioritize those values.

This year, IEA has embraced the journey of diversity, equity, and inclusion and our DEI committee has offered many resources and training for our staff. This is just the beginning, as IEA is committed to systemic reform and to becoming culturally proficient in order to build a strong, inclusive, anti-racist community for our staff and our students.

These are some of the actions focused on this commitment that IEA has taken so far:

- Established Diversity, Equity and Inclusion Committee that meets weekly
- Drafted an Equity Statement
- Partnered with CREC Resource Group for Professional Development for all staff
- Provided additional Professional Development for Staff; a 2-part webinar series on cultural and bias

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- Curated a Multicultural Art Gallery Wall
- Created a curriculum framework that reflect cultural awareness through teaching with appropriate materials
- Bulletin Boards reflecting diversity
- Provided additional resources to staff for students including lessons on empathy, bullying, and talk about racism and current events.
- Changed IEA's dental and vision provider so no staff families are excluded from this medical coverage.

IEA is committed to equality and social justice as we are committed to our students and families. In these times, when difficult but important conversations arise, we will help support our students and answer their questions. I invite you to share the resources below with your children and your students, as appropriate, and continue this important dialogue.

- <https://www.common sense media.org/blog/how-to-talk-with-kids-about-racism-and-racial-violence>
- [Six Classroom Activities to Spark Discussion of Racism and Privilege - ASCD Inservice](#)
- [Watch the entire CNN/Sesame Street racism town hall - CNN](#)

We take a moment to pause and remember George Floyd, Breonna Taylor, Adam Toledo and the countless others who have lost their lives. It is in their memory that we commit to making critical individual and systemic changes.

Sincerely,



Jeffrey Forman  
Executive Director