



Dear IEA Community,

We are horrified and saddened by the killing of 10 people on Saturday in Buffalo, New York. An 18-year old white male carried out a vicious racially-motivated attack, targeting a predominantly black community.

We want to share our support with the community during this time and always. Violence against people of color is an epidemic in our country. The recent hate-related murders in Buffalo and Laguna Woods, and far too many others, reinforce the importance the diversity, equity and inclusion work we do at IEA and throughout our lives. The mission for Equity, Diversity, and Inclusion at IEA is to honor the uniqueness of each individual and embrace diverse backgrounds, values, abilities, and beliefs. We commit to becoming culturally proficient to build a strong, inclusive, anti-racist community.

Watching television news and social media posts of the massacre may be difficult for adults and students. People may be left feeling vulnerable, angry, sad, frightened, frustrated, and/or overwhelmed. Please know that if anyone is having any difficulty processing this tragedy, they may reach out to anyone in our school.

Below you will find several resources on addressing violence, racism and social justice with others.

[The Horrific Mass Shooting in Buffalo: How to Talk with Young People](#)

[5 Tips for Talking with Children about Hate Incidents](#)

[How to Talk with Kids About Racism and Racial Violence](#)

If you have any questions, please do not hesitate to reach out. We are here to support the IEA community.

Sincerely,

Jeff Forman, Deven Constant & Danielle Clermont
Executive Director & Directors of Education

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