



October 15, 2019

Dear Drew Community:

Welcome back from Fall Break! We hope the break reenergized your family as we move into the second half of this semester.

At a time when divisiveness in our nation is so prevalent, we wanted to update you on important steps our school is taking to create an environment that values diversity and promotes equity for all of our students at Drew Charter School.

This past summer, the Drew Board of Directors held its annual retreat which focused on diversity, equity and inclusion, with an emphasis on equity in education on the national front and at Drew Charter School. As a result of the retreat and in support of our ongoing work on equity, we are pleased to share an initial step the Board has taken. At its most recent meeting, the Drew Board adopted the following equity statement formalizing its commitment to equity at Drew:

**Drew Board of Directors Commitment to Equity Statement**

*As part of our steadfast efforts to ensure equitable outcomes for all Drew Charter School students, we the Board of Directors, individually and collectively, make an explicit commitment to identify, acknowledge and dismantle policies and practices that reinforce systemic racism, thereby equipping ALL of our students with the ability and opportunity to be leaders in the continuous work of creating a true, beloved community.*

*- Drew Charter School Board of Directors*

In addition to the adoption of this equity statement, the Board's near-term equity-focused efforts include:

- The Board's Executive Committee spearheading the Board's equity work moving forward, including the establishment of equity goals for each of the Board committees;
- The Board continuing to engage in facilitated dialogue with the intent of identifying innovative, meaningful ways to support school staff and administration to ensure equity at Drew;
- The Board holding its next Governance Training, in mid-November, where the session will be dedicated to ongoing dialogue on equity and discussion of recommended next action steps.

We are pleased to let you know that the Drew Board and school administration are jointly aligned in our commitment to equity as a top priority. As the Board works to solidify actionable steps, the school administration and Leadership Team continue to forge ahead with equity-related work, which we will share more about soon.

We look forward to keeping you informed. We realize that this work is ongoing and deliberate with progress achieved over time. Thank you in advance for your support as we create a stronger Drew for all.

A handwritten signature in cursive script that reads "Cynthia Kuhlman".

Cynthia Kuhlman, Ph. D.  
Drew Board Chair

A handwritten signature in cursive script that reads "Peter McKnight".

Peter McKnight  
Drew Head of School