



1551 E. Wallings Road
Broadview Heights, Ohio 44147
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June 11, 2020

Dear Friends,

The heads of all Cleveland Council of Independent Schools— Andrews Osborne Academy, Birchwood School of Hawken, Gilmour Academy, Hathaway Brown School, Hershey Montessori School, Hawken School, Lake Ridge Academy, Laurel School, Lawrence School, The Lillian and Betty Ratner Montessori School, Old Trail School, Ruffing Montessori School, Ruffing Montessori School Rocky River, University School, Urban Community School, and Western Reserve Academy—have come together to pledge to promote equity and inclusion in our CCIS community.

Today, these school leaders signed their names to a pledge issued by Cleveland Leadership Center, The City Club of Cleveland, Global Cleveland, Business Volunteers Unlimited, Cleveland Council on World Affairs, and Engage! Cleveland that is designed to evoke action toward deconstructing structural and systemic racism in Greater Cleveland.

CCIS member schools are committed to building diverse, equitable, and inclusive learning communities, in which the dignity and worth of each person is respected and affirmed. In order to make large scale structural change, we must all commit to this important work. That starts with educating ourselves about the inequalities that are a very real part of our society. Then we must do our best to dismantle biased systems.

Last week, Cleveland City Council passed a resolution to declare racism a public health crisis. It is incumbent upon all citizens to speak out against racism and to find ways to build more equitable communities in Northeast Ohio. Therefore, we invite each and every one of you to join us in [signing](#) the Pledge to Promote Equity and Inclusion in my Community, the text of which appears below.

I Pledge to Promote Equity and Inclusion in my Community by:

- Being an informed voter and encouraging others to be informed voters.
- Diversifying my news sources so that I am exposed to differing perspectives and points of view.
- Keeping an open mind, reserving judgment, and engaging in civil civic dialogue.
- Actively seeking out those with backgrounds different from my own and listening to their thoughts without judgment.
- Forgiving words written or spoken in anger and seeking to understand the source of their discontent.
- Participating in educational forums and civic engagement opportunities offered by organizations such as Cleveland Leadership Center, The City Club of Cleveland, Global Cleveland, Business Volunteers Unlimited, Cleveland Council on World Affairs, and Engage! Cleveland so to expand my thinking and gain better understanding of our community.
- Pursuing opportunities to read and educate myself so I may speak with an informed voice to open the minds of others.

Thank you for being part of this vital initiative. Together, we can create a better future for our students and for all children.

Sincerely,

Alison McCloskey
Director, Cleveland Council of Independent Schools

Andrews Osborne Academy ~ Birchwood School ~ Gilmour Academy ~
Hathaway Brown School ~ Hawken School ~ Hershey Montessori School ~ Lake Ridge Academy ~ Laurel School ~ Lawrence School ~
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