



Questions & Answers:

Q: What actions are you taking in response to these allegations?

A: In the face of these current challenges, we are undertaking a concerted effort to listen to many voices and engage in direct dialogue that reflects our school's values and aspirations. I am confident this effort will lead to even greater understanding and unity within our community.

Q: Will you respond to all or some of the demands?

A: As part of our ongoing efforts to create a climate of diversity, inclusion and opportunity, we've formed a task force which will look at ways for us to further advance these initiatives. We also plan to engage a reputable outside resource to objectively assess the accusations that have been made.

Q: Did you have the @BlackAtBolles Instagram account removed?

A: No. The Bolles School had nothing to do with the removal of the account.

Q: Have you been communicating directly with the creators of these accounts?

A: We do not know who created these accounts nor have we heard directly from them. We are interested in direct dialogue that can advance the conversation.

Q: When did you first learn of the allegations?

A: The Instagram account is one of many similar accounts that have appeared around the country, addressing issues at schools like ours. It was brought to our attention soon after it went live.

Q: Have you been in contact with the faculty who have been named?

A: We have, and are committed to our faculty and staff, making sure they know they are essential members of our community. We are committed to ensuring everyone engaged in this conversation is treated fairly and respectfully.

Q: What action will you take with the faculty who have been named?

A: Starting from a place of respect and appreciation for all our teachers and staff do, we plan to engage a reputable outside resource to objectively assess the accusations that have been made.

Q: Do you have any further comment on the video of a former student using the N word?

A: Language of that sort is unacceptable and contrary to the values we teach and live by.

Q: Will an independent auditor or investigative party be engaged?

A: We are in the process of engaging a reputable outside resource to objectively assess the accusations that have been made, and we encourage those who made them anonymously to come forward in an appropriate setting with whatever facts they can share.

Q: Have you been in contact with other schools that have been criticized in similar accounts?

A: The education leadership community is reasonably well connected thanks to associations, conferences and the like, so there is meaningful dialogue between institutional leaders on how best to address the stories of those who are posting as we all work to improve the culture, curriculum and community at our respective schools.

Q: What diversity efforts have you made in the past and what efforts will you make going forward?

A: While we can always and will do better, I am proud of the actions we have taken to advance diversity, inclusion and opportunity with our faculty and student body. Three years ago, we appointed a member of our faculty, Twyla Ashman, to her current role of Director of Diversity, Equity and Inclusion. Earlier this year, we expanded her responsibilities to oversee these efforts across grades Pre-K through 12. We have had exhibits, presentations and conversations about issues of equity, inclusion and opportunity across our student body and faculty/staff. These have been facilitated by the School's Multi-Cultural Leadership Team (MLT) and OneJax. Faculty and student teams have been sent to the NAIS People of Color Conference and we also had administrators attend the Carney, Sandoe Diversity Forum and Hiring Fair. In addition, we have been working with internationally known consultant and speaker on diversity and inclusivity, Dr. Derrick Gay, for the past three years. During this time, Dr. Gay has held workshops for the entire faculty/staff, administration, MLT and student groups from the middle and upper schools.

