

Dear Ancillae Parents,

Thank you for taking the time to read our letters, which are meant to briefly share our stories of how and why we came to be involved with Compass at Ancillae and why we feel strongly about working to make this community an anti-racist one where every student feels welcome, supported, and heard.

As a white person, I know that the intentional work I began on my own racial identity and biases about ten years ago remains inadequate and incomplete. Being a white parent of white children attending a majority white school, I recognize that Ancillae can make intentional, significant and authentic changes to the curriculum, policies, and overall culture of the school. I also know that how my children will approach, understand, and engage with issues of race and racism will stem from how my husband and I frame our conversations about these topics with them. The first step, of course, is making sure we *have* those conversations; both when they arise naturally from our children's observations and curiosities about race, but also proactively so it becomes a common practice that provides our children with the tools they will need throughout their lives as well as an understanding of their whiteness and its implications in our world.

My career in global education very much includes diversity, equity and inclusion work and so I have been reading books and attending workshops and conferences on these topics for some time. Those experiences and lessons made me want to take action and be more involved in creating change where I can. So, when we came to Ancillae two years ago, I was thrilled to learn about Compass. I met Alyson and Crystal who volunteer to lead this parent group and have done great work supporting various initiatives around DEI at Ancillae. I believe it is the individual institutions and organizations around our country that have the ability to ignite change internally and thus create a major shift in our American culture.

As a parent at Ancillae, there is much to consider as the school moves forward on these fronts and so we invite and encourage you to join Compass to be a part of those conversations.

Thank you,
Nora Moffat