



Midland Public Schools
Inspiring Excellence

Superintendent Communiqué

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**Midland Public Schools
Diversity, Equity & Inclusion Vision**

Lead with respect, trust and courage.

Ensure an equitable, collaborative
and inclusive culture.

Enable all to achieve success

Diversity, Equity and Inclusion (DEI) Communication from Midland Public Schools' Superintendent, Michael E. Sharrow

For MPS Stakeholders--students, families, community partners—who receive my Monday Communiques, you know that Diversity, Equity and Inclusion has been a journey for the MPS Board and District for the past two years. As a District traveling this important, intentional journey together, we choose to focus on DEI in its entirety. The new MPS Diversity, Equity and Inclusion Vision Statement reflects this focus: *“Lead with respect, trust and courage. Ensure an equitable, collaborative and inclusive culture. Enable all to achieve success.”* As with every initiative the MPS District undertakes, our emphasis and journey continues to evolve and change intentionally as needed.

As a District and community, we have been saddened and repulsed by the racist and anti-Black events that have taken place within Midland Public Schools. However, when I say that, I am not only speaking of the events that have been in the public eye in the past few years, but also those quiet instances that have been spoken of by students, graduates, community members, parents that have happened in our classrooms, hallways, playgrounds, cafeterias and buses. The hurtful words and actions aimed at our students of color cut deep and stay in the heart and soul of the recipient for many years to come. I have sincerely appreciated the honest dialoguing and the courage of current students, staff, graduates, parents, community members and the Anti-Racist Midland (ARM) group who have met and spoken with myself, MPS administration and Board of Education members. These courageous individuals have shared their passion and insights to educate our District and urge us to take intentional action.

As we embark on the new school year, I am activating a "Call to Action" asking all members of our school community to identify racial injustices and bring those forth for action. I will support students, families, staff and administrators in identifying and challenging issues related to race and reporting incidences of racism and injustice. Your voice matters and is powerful!

This year the Midland PS Student Code of Conduct will not only reflect a zero tolerance for hate speech as it has for the last few years, it will now ban the Confederate flag and swastika on MPS campuses. Over the next month, the MPS Board of Education will participate in two DEI workshops. During these workshops, the Board members will explore the adoption of an Anti-Racism/DEI Statement Declaration.

MPS is traveling one of the most important journeys on which our District has ever embarked. We are taking responsibility to educate ourselves and take up the overarching banner of equity, inclusion and anti-racism. This may not be an easy journey. It may at times be arduous and uncomfortable, however, the goal for our District is an environment where every student and staff member knows they are safe, valued and accepted, regardless of race, color of their skin, religion, sexual orientation, gender, etc.

American Businessman, Max de Pree, once said, *“We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing and inclusion.”* Together Midland Public Schools, let's celebrate our differences, embrace this call to action, and travel the DEI journey together. Please feel free to contact me to discuss how we can further advance our MPS DEI mission and vision.

Educationally yours,

Michael E. Sharrow, Superintendent