



Trinity Board of Trustees Commitment to Anti-Racism, Equity, and Belonging

At Trinity Episcopal School, we believe that racism is wrong and that honoring diversity means embracing both the visible and invisible differences of all people, including but not limited to race, culture, religion, socioeconomic status, perspectives, ability, education, family composition, sex, gender identity, and sexual orientation. We believe all students, families, faculty, and staff should feel welcome and honored. This belief is firmly rooted in our mission statement when we say, “we are all children of God.”

In accordance with Trinity Episcopal School’s mission and core values, Episcopal Identity, and the [National Association of Episcopal School’s Principles of Good Practice for Equity and Justice](#) (NAES PGPEJ), we respect and uphold the diversity and life experiences in our Trinity community. We believe these differences are “sources of strength that build-up common life, deepen our common humanity, and enhance the intellectual, social, spiritual, and moral development of all students.” (NAES PGPEJ).

The Baptismal Covenant of the Episcopal Church calls us to “strive for justice and peace among all people, and respect the dignity of every human being,” and therefore, we believe injustice to one is an injustice to all. The visible racial injustices that we have witnessed historically in our country and during the summer of 2020 remind us that we must all actively work for justice and equity. We are also mindful that we have implicit bias and made our own missteps. We pledge to do better. We will lean on our community, including faculty, staff, parents, students, and alumni to hold us accountable to our pledge. In order to promote and support a safe, welcoming, nurturing, and inclusive learning community at Trinity, we, the Board of Trustees, commit to the following:

- We believe all forms of racism and inequity are the antithesis of our school’s mission and core values.
- We reaffirm our commitment to our core value of a Diverse Community. We direct and fully support our Head of School to consistently and holistically lead the school in all appropriate anti-racist, diversity, equity, and inclusion efforts including, but not limited

to work involving curriculum; recruitment and retention of diverse faculty, staff, and students.

- We commit to identifying, challenging, and dismantling any policies, procedures, and practices that perpetuate racism and inequity.
- We will participate in annual anti-racism diversity, equity, and inclusion training.

We, the Trinity Board of Trustees, will work to ensure our school is a place where all community members feel safe, secure, and respected. Conversations around race, diversity, equity, and inclusion can be sensitive and complex. We will integrate and model a growth mindset in our work. We want everyone to bring their whole selves to our campus, and we commit to creating and sustaining a fully supportive environment where all students, parents, staff, and faculty feel welcome.

Adopted March 12, 2021