



## **DEAR AISL COMMUNITY,**

We are writing to add our voices to the millions of protestors who have supported the Black Lives Matter movement and have filled the streets over around the world in the past month to call for an end of ongoing systemic racism, social injustices, and the senseless loss of lives of countless Black men and women due to violence perpetrated by racism. We acknowledge the profound effect that racially motivated violence and social injustices have on many of our students and families, colleagues, and the extended AISL community. AISL supports the call for institutional introspection and active engagement to address systemic racism and social injustice of any kind.

As a learning community, we understand that silence and inaction in the face of injustice is complicity. We recognize that words of support and solidarity must be accompanied by concrete and meaningful behavior change and action. We must commit to challenging ourselves to examine our own individual and institutional assumptions and biases about race and culture. Beginning in the 2020-21 school year, the AISL Leadership Team will convene an AISL Social Justice and Equity Task Force composed of members of the student body, faculty/staff, parents, board of directors, and alumni. The initial charge of this task force will be to review the following areas with the intention of developing strategy and initiating action that will affect positive change in the AISL community and beyond.

1. School Climate: Investigate patterns of students, faculty/staff, and parent's experience of school life.
2. Curriculum: Continue to build capacity to integrate African Studies and social justice issues throughout the AISL Early Childhood - Gr. 12 curriculum.
3. Diversity and Inclusion: Intentionally build an interculturally competent community.
4. Human Resources: Expand efforts to recruit, develop and prepare diverse employees, including Black employees and employees of color, to hold teaching and leadership positions.

In closing, we have been engaged in dialogue and research and acknowledge the delay in issuing this important communication in response to the Black Lives Matter Movement. AISL has always been a community that values diversity and celebrates differences. Our hope is that by challenging ourselves to examine our institutional practices along with the short and long term implications of systemic racism and social injustice, we will prepare learners (students and adults) to take the next steps in making our world a more equitable, peaceful, and just place.

**AISL LEADERSHIP TEAM**  
**AISL BOARD OF DIRECTORS**