



Date: Tuesday, January 21, 2020

To: Lab Community

From: Senior Leadership Team

Subject: Reflecting on racism in our community and our commitment to action

Dear Lab Faculty, Staff, Parents, and High School Students,

Addressing bias and racism is and will continue to be an ongoing priority at the Laboratory Schools. We have grappled with these issues as a school in the past, and most recently, a U-High student posted a meme on social media that was racist, hurtful, and wrong. Let us be unequivocal: racism has no place at Lab and we are committed to ensuring that Lab fulfills its mission of creating a safe, inclusive, and nurturing environment for all members of our community.

We hear and share the concerns many have raised and are responsible for making progress on these issues. We write this letter not only as senior administrators, but as parents, teachers, and alumni who are all part of, and care deeply about, the Lab community. Our senior leadership team includes people of color who are particularly affected when incidents like this occur. Unfortunately, issues similar to this are plaguing schools, universities, and communities nationwide. We are grateful for the feedback in recent letters, and for the faculty, staff, students, and families who continue to work together in building a diverse, inclusive, and more equitable community at Lab.

The work ahead will take deep listening and the commitment and collaboration of our entire community, to ensure that the values of diversity and inclusion are realized in Lab's culture, programs, and curricula. We will draw from input we have received and will build on the Diversity Action Plan that was developed over the past year.

The following steps are already in process:

- We are expanding our office of Diversity, Equity, and Inclusion, led by Director Priyanka Rupani, to include at least one more employee, to support our work and students.
- We will hold a half day DEI training for the All Schools Council this school year, coordinating with the Council and the Diversity Advisory Committee.



- We will engage in a series of listening sessions with, and training programs for the adult and high school student members of the Lab community.
- We will review, in partnership with our HR professionals, principals, and University partners, steps to improve recruitment and retention of faculty and staff of color at Lab.

This letter, along with other actions and updates will be posted this week on our website.

Charles H. Abelmann, Director

Sylvie Anglin, Principal, Lower School

Paul Beekmeyer, Principal, High School

Sandra Bixby, Principal, Middle School

Catherine Braendel, '81, Strategic Advisor and Director, Communications and Marketing

Damon Cates, Executive Director, Alumni Relations & Development

Carla Ellis, Assistant Director of Schools

Kiel Gray, Executive Assistant to the Director

Brian Hewlett, Director, Innovation & Technology

Nicole Neal, Director, Student Services

Betsy Noel, Coordinator, Wellness and EOD/Deputy Title IX Coordinator

Irene Reed, '92, Executive Director, Admissions and Financial Aid

Carol Rubin, Associate Director of Schools

Priyanka Rupani, '06, Director, Diversity, Equity, & Inclusion

Daniel Ryan, Principal, Nursery–Grade 2