



CFSD STATEMENT REGARDING OUR COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION THROUGHOUT OUR COMMUNITY

In Catalina Foothills School District, we believe that as educators, we are also learners. Therefore, in this moment of national awakening prompted by the murder of George Floyd and protests against systemic racism and social injustice, and widespread support for the Black Lives Matter movement, we are committed to re-examining how to practice and advance the values of equity, diversity and inclusion of people of various backgrounds, but especially Black, Indigenous, and People of Color in our communities.

This important work will build on a solid foundation. Our mission statement, core values and strategic plan already reflect these values. <https://www.cfsd16.org/about-us/strategic-plan> We have enacted policies that protect employees and students from discrimination or harassment based on race, religion, gender and gender identity. [Click here](#). Throughout our curriculum, from early childhood through high school graduation, themes of diversity, multiculturalism, and the characteristics of good citizens are explored in a variety of modalities, in age-appropriate, fact-based ways. Some specific examples may be found [here](#). Review of our entire K-12 social studies curriculum will begin in 2020-2021, during which we will undertake a deeper study of our teaching and learning of topics encompassing racism and social injustice.

In addition, each CFSD school strives to create a culture in which every student feels safe, welcome, supported, included, connected and, in turn, embraces the world and their communities in much the same way. We feel it is essential that our students are exposed to views and cultures other than one's own and to have one's opinions and assumptions challenged. This kind of engagement energizes critical thinking, breaks down walls, enables understanding across differences, and discourages complacency. Further, seeking to understand unique perspectives helps inspire fresh angles of inquiry, new discoveries and find innovative solutions to today's challenges.

While we are proud that equity drives much of our educational platform, we also recognize that now, more than ever, it is incumbent on us to listen to and elevate the voices, experiences, and history of our fellow students and communities – particularly those that are not always represented, or represented fairly, in an educational setting. As teachers and students, we recognize that we must engage intellectually with the changes that result from current events.

We are truly gratified to see so many of our current students and members of our alumni community meeting this dynamic moment by choosing to actively participate and advocate for meaningful change. We value our partnership with our families and community at large as our school district continues to pursue a strategic priority of practicing and fostering equity, diversity and inclusiveness. We are confident that all of us, working together, can and will make vibrant and meaningful progress toward these goals.

Sincerely,

Amy Krauss, President, CFSD Governing Board
Carole Siegler, Vice-President, CFSD Governing Board
Amy Bhola, Member, CFSD Governing Board
Eileen Jackson, Member, CFSD Governing Board
Robert “Doug” Hadley, Member, CFSD Governing Board
Mary Kamerzell, CFSD Superintendent