

**Williamstown Elementary School**

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**Williamstown Schools**  
*Paine Mountain School District*

Dear Williamstown Learning Community,

The recent deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery, as well as many other people of color have brought to light the need for substantial change regarding the systemic discrimination and racism in our country. All CVSU schools, Williamstown included, believe that racism and discrimination of any kind is a violation of policy and not the “Blue Devil Way”. There is no room in our mission (safe, responsible, and respectful) for inequity. We must all work together to ensure that racism will not be tolerated in the Williamstown schools.

The schools are committed to doing more to create an environment where we are able to gain a deeper understanding of those cultures who are discriminated against. To do that we must:

- Teach and model that social justice is vital for a healthy and robust society.
- Recognize that injustice exists everywhere. We must work together to foster change and growth to better not only ourselves and our schools, but our state and nation.
- Commit to expand our teaching about diversity and equity. That work has been started but we must continue to carry it forward.
- Have faculty, staff, and administration participate in professional development that helps us to recognize bias and privilege and to appropriately respond. We know that anti-racism is a must in this professional development and education.
- Provide training and opportunities for students to recognize bias and privilege and its impacts on school climate and culture.
- Look deeply at and scrutinize our own policies, procedures, day to day operations and organizational culture to ensure we are modeling and reflecting our commitment to create and sustain systemic change.

We as a faculty and staff hold ourselves accountable to each and every one of our students and families, as well as to each other, and strive to do our best each and every day. We will be looking for your help and support in shaping how we educate our students so that everyone may see a day where social and racial injustice are a thing of the past.

Sincerely,

The Williamstown Leadership Team