August, 31, 2020

Dear CA Community,

Schools are the bedrock of culture and the underpinning of how we impart our institutional values. Colorado Academy is a place where we inspire thoughtful individuals in a safe and compassionate environment where different points of view can be expressed. The writer Ernest Agyemang Yeboah notes that “education is the spine of any nation.” He calls on schools to help students “reproduce great and noble things with what they learn!”

As our nation addresses racial inequality and renewed appeals for social justice, we want to share on behalf of Colorado Academy’s Board of Trustees, details of work that began months ago and that becomes more necessary and poignant with each passing day. **This is a statement to our community about our self-reflection, intention, and continued commitment to diversity, equity, and inclusion (DEI) at Colorado Academy.**

Last year, CA enthusiastically adopted a new mission statement and affirmed our values as a school community. It includes encouraging understanding, embracing inclusivity, and being responsive to students’ needs. These values guided us and affirmed our response as society called upon institutions to address systemic issues of racism, discrimination, and inequality. The Board of Trustees and the CA Administrative Team are working to ensure that we are reflecting that commitment in all of our operations and throughout our academic program. We also are committed to equity work that includes all identities: race, sexual orientation, gender, religion, national origin, and disability.

**Advancing CA’s Commitment to Diversity, Equity and Inclusion**
The Board, Dr. Davis, and his leadership team have jointly committed to the following actions:

- **Create the CA Office of Inclusivity**, expanding the allocation of resources to DEI work at CA.
  - Under the direction of the Director of Inclusivity, the office will expand with additional staff members, allowing greater focus externally to improve community connections and expand recruitment efforts of faculty and students in under-represented populations.
  - The office will work with faculty to develop a required Upper School course so students have a better understanding of race relations and cultural conversations in America, improving our students’ competency in a multicultural and multiracial world.
- **Audit programs** to identify where students have uneven experiences at CA and address equity gaps in existing programs to ensure all students have an opportunity to have full, equitable CA experiences.
- **Conduct a DEI audit of the Pre-K-12 curriculum** to examine the strengths and weaknesses of our academic program.
- **Embrace DEI principles in Board governance**, including:
  - Recruiting diverse members to the Board of Trustees;
  - Learning more about systemic racism and innovative DEI practices in the independent school environment;
  - Engaging school administration in discussions of identifiable gains in CA’s DEI commitments; and
  - Board of Trustees committees identifying and working toward DEI goals in the coming year.
- **Develop and cultivate student, family, and alumni affinity and ally groups.**
- **Create advancement opportunities within the CA Fund**, so donors can specifically support this DEI work.
● Expand Admission Office contact with families of diverse backgrounds and explore marketing opportunities to further connect with prospective students of diverse backgrounds.

We are confident that our CA community can engage in meaningful conversations on this work—conversations grounded in trust and relationship building—so that each of us has a better understanding of the issues and one another. Head of School Mike Davis and Board Chair Erika Hollis welcome your comments. Email them at mike.davis@coloradoacademy.org and/or erika.hollis@coloradoacademy.org.

Thank you for your engagement with this work. We look forward to traveling this road together.

Sincerely,

Mike Davis, PhD
Head of School

Erika Hollis, JD
Board of Trustees Chair

Tricia Noble
Board Vice Chair

Liz Oertel ’93
Board Secretary

Liz Arnold
Bryan Leach
Meshach Rhoades

Carole Buyers
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Lisa Osman
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