June 11, 2020,

Dear Roosevelt Community,

Dr. Martin Luther King said “Our lives begin to end the day we become silent about things that matter.” We want our students and the Kent community to know that Black Lives Matter. We want our Black students to feel that they are valued and that we are acutely aware of the need to create an equitable and inclusive environment at Roosevelt High School.

Over the past few years at Roosevelt, we have implemented a number of new initiatives designed to help our school community. We have celebrated our students through a number of programming and curriculum adjustments.

As we strive to continually improve, we want to be sure to create an environment where students and staff of color feel respected, safe, and have the opportunity to thrive. In order for this to happen we will have anti-racism training to examine our organizational structure, systems, policies, practices and attitudes. Anti-racism training will allow us to self reflect and grow as an equitable and inclusive school community.

We are also creating an Equity and Inclusion Task Force composed of community members, staff, students, and administration. The first action for this task force will be to collect data and evidence with the express purpose of improving our school to better meet the needs of our diverse community of learners. We will be transparent with our evidence, goals, and action plan, and we encourage student, parent, and community feedback in the process. We look forward to working together on the challenges ahead.

During the winter of 2020, Roosevelt students read Dear Martin and had the opportunity to see the author, Nic Stone, speak at RHS. Copies of the book will be available at this summer’s Rough Riders Read events for you to check out and discuss with your family. You can find more information at https://sites.google.com/kentschools.net/roughridersread/home.
In the meantime please take the time to go over these resources that help our students and families cope during these difficult times.

**ADDITIONAL RESOURCES:**
- How to Talk to Your Kids About Anti-Racism: A List of Resources
- Black Lives Matter - What We Believe
- Talking About Racism – Self-Care
- How black Americans can practice self-care during these trying times. And how everyone else can help them.
- Addressing Race and Racism through Reading – Heights Libraries
- Anti-racism Resources for White People
- If we aren’t addressing racism, we aren’t addressing trauma
- Listen to '1619,' a Podcast From The New York Times
- From Donating to Volunteering: Here’s How to Support Black Lives Matter, Protesters and Equality Initiatives
- Where to Find Diverse Books

Roosevelt is a special place for so many, but we will not reach our goal until it is a special place for all. These times are challenging for everyone, but we cannot wait for the government or political parties to solve our problems for us. The solutions start with us and our willingness to provide local support, understanding, and investment in our Black students in our own school district and city. We want our students and parents to know we firmly believe Black Lives Matter, and we will continue to work to make sure they matter at Roosevelt High School.

Sincerely,

Dennis Love
Principal