



Northview Middle School  
International Baccalaureate World School  
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Northview Family,

The past 3 months have been an undeniably trying time for our country. Starting with COVID-19 and the immense impact it has played on the way that we live our lives, followed by the acts of unjust violence against Black men and women. The feelings of frustration, helplessness, and heartbreak run rampant through our community as Systemic Racism and oppression continue to reveal itself through inequitable systems that have been established and maintained for far too long.

Racism is pervasive and entrenched in our society. Claiming the lives of countless Black men and women, the impact of the inequities endured by the Black community are immeasurable and cannot continue. These inequities must be actively addressed by all members of the community. We cannot stand by and be complicit with the status quo.

Angela Davis once said, "In a racist society, it is not enough to be non-racist. We must be anti-racist." We understand that racism will not go away overnight. This is a journey that must receive unending attention until all members of the community have equal opportunity and access. As a school community, we will work tirelessly to ensure that we do our part. We are here to open our eyes, ears, and hearts to ensure that we are part of the solution. It's not enough to just listen to concerns. It's not enough to simply talk about equitable opportunities. We must act. Enough is enough. While students and staff were challenged last year with Culturally Responsive activities, we must do more.

At Northview, the following steps will be taken immediately:

- Review and refine our Equity Team's goals, objectives, and action plan
- Embed equity work throughout the school improvement plan
- Create rich opportunities for dialogue between families, students, teachers, and the community

To be better, we must actively work to get better. We must take necessary steps to listen, learn, and understand. We must communicate with our community members who are directly impacted by the inequities that exist. We must actively and aggressively work to dismantle the inequitable systems that have been established to protect privilege.

The pain and suffering the Black community is currently enduring is heartbreaking and unjust. We are here for you, we love you, and we stand with you.

As always, we are thankful for the opportunity to work with this unbelievable community. Stay safe and hope to see you soon.

**Steven Pelych**

Principal

**Heather Branigan**

Assistant Principal

**Bryan Ramirez**

Assistant Principal