



LRCE has taken time over the past weeks to have some difficult and necessary conversations about racism, the killing of George Floyd, and about our role as a non-profit teacher preparation program in the Deep South. Below are a few actions our organization is taking in response to those discussions. While the message below is not perfect, we would rather act and talk through misunderstandings than sit and be quiet.

We attend to equity

Since the beginning, LRCE teachers have received explicit training on bias and the intersection of their own identity and that of their students. This spring, before COVID-19 and the most recent exposure of our country's inherent racial inequity, LRCE added one line to our list of cultural tenets used throughout our training model. It is our belief that *We attend to equity* was always a tenet that LRCE acted on. It was important that we write it down and put it on the page alongside *We assume positive intent* and *We are joyful* and all the other tenets. But to live out the tenet- *We attend to equity* in every area of our organization is the question we are grappling with. Squaring all our tenets with each other is work that makes a belief into something concrete, noticeable and permanent.

To continue that work, LRCE is making the following commitments:

1. Evaluate and re-commit to our diversity, equity and inclusiveness courses as essential components of developing effective, anti-racist educators
2. Continue our work in recruiting a more diverse teacher workforce for Louisiana
3. Providing voluntary staff-supported racial affinity groups for all active cohort members and staff during our teacher training institutes
4. All future LRCE staff and adjunct faculty will be recruited through an anonymous hiring process, removing or hiding any information that could lead to bias at any stage of the selection process
5. Provide LRCE staff and board training on unconscious bias and permanently dedicated funds for continued staff development in pursuit of becoming an anti-racist educational organization
6. Encourage our staff and adjuncts to actively exercise their right to vote and advocate for community leaders
7. Give clear recognition of when our people need time off in response to racial injustice
8. LRCE will honor Freedom Day, June 19th "Juneteenth" and actively seek out additional ways to elevate this day in our community

Join with others around you and support our Black community by actively committing to changing the systems of racial inequity that surround us all.

Above we outline our thoughts and actions in support of this work. If you have suggestions or questions about any of the above, please don't hesitate to reach out to LRCE's Executive Director, Kyle Finke at kylef@lrce.org

We (all) attend to equity,

Louisiana Resource Center for Educators