July 28, 2020

Dear Collingwood Students (Gr. 8-12), Families and Alumni,

The commentary on social media that began this past weekend following a post by one of our students and her experience with racism at Collingwood has been on the minds and hearts and the School's Board of Governors, Administration, Faculty and Staff. In the subsequent days, more stories have emerged on social media channels. We are troubled and we are listening.

When we set about our work with diversity consultants in August 2019, our goal was to listen, and to learn, and to then develop an action plan for our community. We began with staff, faculty and parents and had not yet engaged our students or Alumni in a formal way. We understand we should have moved more quickly in hearing from students and Alumni and that the commentary on social media is filling that void. As a school and as a community we recognize there is deep work to do.

We will be hosting sessions for our students and our Alumni when we return to School this Fall. We want to learn about the lived experiences of all of our students, alumni, staff and faculty. We will immediately begin Diversity and Inclusion Training for all employees. This work will not be a one and done—it is important and will be ongoing.

Following broad consultation and input from all of our stakeholders, we will develop and share a detailed Diversity, Equity and Inclusion Plan for Collingwood and all parts of school life. This will touch areas including but not limited to our values and commitments to who we are and what we believe in, leadership, policies and procedures regarding hiring and admissions, curriculum, co-curricular and curricular clubs.

I am grateful that people are stepping forward to share their stories. We know the sharing of personal experience is an important catalyst for change and we are committed to listening and learning from all our stakeholders. I look forward to further communication with you as we build our path forward.
Sincerely,

Lisa Evans
Head of School