



September 4, 2025

Dear SUSD Families,

Many of you are likely aware of concerns of racism raised in a recent Press Democrat article. We want to start by acknowledging that the perpetuation of racist stereotypes and biases has occurred in our schools. We pride ourselves on the fact that many of our families have chosen SUSD due to the diversity of our students and families that attend our schools. We deeply value your trust in our community.

We acknowledge that incidents involving racism and biases, as well as the way they have been addressed, have left families feeling unheard and devalued. We want to assure our community of our unwavering commitment to addressing instances of racism in our school community so that all students and families feel welcome, seen, and valued.

**Racism has no place in our schools.** California Education Code states that acts of racism, bigotry, and discrimination impede a student's fair and equal access to their education. Building a safe and welcoming environment for every student has always been our greatest priority. This takes all of us working together- teachers, staff, parents, and community members. As our children's educators- with you as their primary educator and SUSD as their secondary educator- we need to work together to interrupt racism and discrimination. At SUSD we are committedly working with our entire team to interrupt hate speech and behaviors that take away from the safe learning environments we want all of our students to thrive in. Resources from [Teaching for Change](#) can support your efforts at home.

Throughout the district, we have implemented numerous interventions and training aimed at directly confronting and addressing racism, as well as providing progressive education to further inclusion and understanding in our community. Among these efforts are:

- Development of an Anti-Bias Plan
- Anti-Racism Lessons facilitated by our district counselor
- Mobile Museum of Tolerance visit with 2 workshops per grade level 5th-8th grades - topics included Anne Frank, Civil Rights, Combating Hate & The Power of Ordinary People.
- Challenge Day opportunity designed for participants to experience belonging, connecting across lines of difference and move toward creating the culture they want in their school for 7th & 8th grade students for the 25-26 school year.
- Expanded literary studies to include novels regarding racism, ethnicity, prejudice and belonging.

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"Elevating Excellence for All"

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- Engaging in Restorative Practice work to offer opportunities for students to reflect, learn and grow their understanding of the importance of repairing harm.

Our small, tight-knit community allows us the opportunity to focus on student safety and belonging just as much as academics. We will continue our work by listening to feedback from our families, staff and community members. We have identified the areas in which we can and will do better. We invite continued feedback - what we are doing right and what we can do better. We remain committed to continuously evaluating and improving how we model, teach, and integrate lessons to ensure all of our students develop lifelong character-building skills that include anti-racism, anti-bias, inclusion and acceptance of differences.

Thank you for your continued partnership in creating a school environment where all students can learn and thrive. If you have questions or concerns, please don't hesitate to reach out to any of us.

Sincerely,

Sara Gramm, Molly Bulwa & Rachel Lasek

SUSD Administration