

Dear Members of the Raphael Village Community,

The events of the past few weeks have shone a bright light on the systemic racism that Black, Indigenous, and People of Color (BIPOC) experience in our country.

From increased morbidity and mortality rates experienced by these communities and highlighted by the coronavirus outbreak, to the brutal, public murder of George Floyd in Minneapolis, we are being asked to finally be brave enough to recognize the inequitable and unjust nature of our systems. We are being asked to proactively work against injustice. We are being asked to recognize that we are not yet the land of freedom and equality - we are a work in progress, and there is much work to be done.

Raphael Village stands in solidarity with all those protesting and organizing for just and equitable treatment of BIPOC everywhere, and we affirm that Black lives matter. As educators, we recognize that we have a responsibility to teach and advocate anti-racism.

We are committed to continued anti-racism and racial reconciliation education for all of our leadership, faculty, and staff, and open to members of our community. We are also committed to looking at our practices and policies - and listening to voices outside of our own - to continuously assess where we need to make changes to support the creation of a truly diverse community where ALL feel welcome and can participate. This includes looking at ways to more actively financially support families of color interested in our programs but with limited financial means.

Raphael Village Board of Directors