



Dear Rhode Island education community,

In November of 2019, Education Commissioner, Angélica Infante-Green convened current educators of color throughout the Ocean State for a series of ongoing conversations to discuss how best to diversify our workforce. This group includes teachers, administrators and school leaders. The conversations centered on existing barriers into the profession; recruitment strategies; working environment as it pertains to the treatment of educators, families, and staff and ongoing supports to ensure that all stakeholders can work, grow, and succeed in Rhode Island schools.

These conversations have led to the creation of the RIDE Educators of Color Committee. The goal of this committee is to offer clear guidance and create policies and procedures that promote empowerment and the retention of current and future educators of color. This includes ensuring equal representation at every level, and the valuing of our communities of color and what they have to offer.

Our mission, because this is a partnership between all of us, is to create structural changes to eliminate disparities and uphold our core values of Anti-Racism, Equity, Diversity, Inclusion, Empowerment, and the Health and Safety of all students, families, educators and staff. We will ensure, through continuous reflection and improvement, that systematic and instructional practices are equitable, student-centered, and culturally responsive. We will provide clear guidance and be intentional about minimizing barriers, ensuring equal representation at every level, and the development of student, family, community, educator and administrator talents, while maintaining high expectations for all Rhode Island stakeholders.

To show our commitment in addressing each level of racism (Internalized, Interpersonal, Institutional, and Systemic) within the Rhode Island education system, the RIDE Educators of Color Committee has created five subcommittees that will be responsible for upholding our mission, vision, and core values in public and private education throughout the state. The five subcommittees will focus on the following:

- Hiring and Retention Support System for Educators of Color
- Race and Culturally Responsive Professional Development and Trainings
- Statewide Accountability Review Board
- Race and Cultural Oversight Committee
- Embedding Restorative Practices to Shift Statewide Climate and Culture

We are committed to identifying and developing solutions for equity gaps and we envision that Rhode Island educators and students, particularly those of color and their families, have equal access to a safe, supportive, inclusive, and culturally sensitive learning environment that provides rigorous and relevant educational, real world experiences, strengthening relationships and partnerships between all Rhode Island stakeholders.

We are doing this work. It is long overdue. We know it. You know it too. The question is... are you with us?

- RIDE Educators of Color

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