



Community Consolidated Schools District 168

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Dr. Donna S. Leak
Superintendent of Schools

June 4, 2020

Community Consolidated Schools District 168,

This past week has been a difficult and emotional one as we have grappled with the continued racial divide in our country. We have seen groups protesting and demanding equal treatment that is a constitutional right for all. The pain we are witnessing is real and rampant. Our children are seeing this as well and feeling a multitude of emotions. This is a moment in history that they will forever remember and how we respond as adults is imperative in defining who they will ultimately become. Our choices about how we move forward right now must express how strongly racism will not be tolerated in CCSD 168 – not today, not ever.

We, as a district, must focus on some tough conversations about race and how we treat one another as humans. This will not be easy but must be done. From our administration to staff to students and families, we are committed to this work now and going forward. And not just conversations, but behaviors that must be systemic, responsive, proactive and forward thinking. When groups of people have been marginalized and denied access to rights that others have taken for granted without even realizing it, there must be a transformation in action. In CCSD 168, we have been committed to addressing these issues over the past few years, but it is simply not enough. We now must be required to double down on our efforts. As a district, we must engage in meaningful discussions to address racial issues head on, actively address issues as soon as we see them – at the point of contact, support understanding by our colleagues and students when their actions do not speak to these values, review what we are teaching our children to reflect who we all are, not just singular groups, and above all, be consistent and honest in our efforts. We have the capacity, heart, resilience and grit to roll up our sleeves and get this work done for our current population, future generations and in honor of our predecessors.

Now is the time for us to call on unity in CCSD 168 in a manner that can spread throughout our community. Now is the time for us to have the courage to move our dialogue and actions to this life changing effort. We will be working with our staff to offer assistance with the needed discussions in support of our students and families.

Our greatest responsibility as a district is to provide a safe space for young people to learn and feel free to explore their interest. We will not tolerate racism in our district. CCSD 168 vows to ensure that our intentional adult behaviors will be focused on our students' success by inspiring, challenging and supporting EVERY CHILD to reach their greatest personal, social and academic potential.

#d168excels
District 168 Strong

Dr. Donna Simpson Leak
Superintendent
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