



Together we learn, lead and serve

[www.LNCharter.org](http://www.LNCharter.org)



Dear LNC Parents,

We are in a time of collective heartbreak in our nation. Bearing witness to the tragic death of George Floyd has awoken rage, despair, sadness and a sense that Americans cannot continue to walk a path of racism, intolerance, and injustice. Worldwide protests in a time of a global pandemic and economic uncertainty have converged to spark a sobering reckoning between past and present.

Acts of racism and violence are in no way consistent with our values and mission of inclusivity at Lake Norman Charter. While we are all reeling from this incident, our hearts break even more for our African-American staff, administration, students and their families who are experiencing this latest tragic act in an even deeper, more visceral way. We need to understand that conversations surrounding race differ greatly depending on each family's experiences, and we must face the discomfort we feel when talking about racial disparity and the violent ends that often result from bias, prejudice, fear and hatred of the other. As a community, we need time to process, to mourn, to listen and to learn. But action must follow.

To begin, we must acknowledge the fact that the very systems that sustain some of us oppress others. People of color, especially those who are Black and African American, have experienced and borne witness to atrocities and injustices for centuries. George Floyd was an unwilling martyr, as were Breonna Taylor, Amaud Arbery, Tamir Rice, Walter Scott, and scores of others, both throughout history and in the present moment. We must educate ourselves and our students so that we can demand action in accordance with principles that are just and equitable for everyone, not just for those born into privilege.

As part of our [Global Diversity and Inclusion strategy](#), LNC has been committed to education and action within our school at the staff and student level. We have made it a priority to train our staff about the value of diversity, the injustices caused by systemic discrimination, and how our own biases affect our relationships with others. Teachers attend mandatory staff workshops, both in person and online, to address how their attitudes impact their teaching, and we have a dedicated staff person to provide support to teachers, students and administration as needed. We have implemented activities at all grade levels to demonstrate the importance and value of diversity, including monthly Drop Everything & Talk conversations at the Middle School. At the High School, we launched a pilot program

that helps our students understand how biases lead to prejudice, prejudice leads to hatred, and hatred leads to exclusion, discrimination, and injustice. And, for our youngest students at the Elementary School, we incorporate age-appropriate conversations and activities that encourage students to recognize and celebrate what makes us unique as well as standing up for one another through events like Mix it Up Day because we understand we must help form accepting and kind attitudes at the earliest ages.

Still, there is much to do. While we have taken steps to address racial discrimination, the convergence of recent events demand that we redouble our efforts. To bring about collective action, we must address the needs of the present while participating in honest conversations about how the events of the past have brought us here. In addition to continuing our current efforts, we will further examine the actions we are taking and plans for the future to ensure that our students, staff, and larger LNC community rise together in support of social justice and equality. You can expect to hear more from us about those plans over the summer and into next fall.

Lastly, having been suddenly separated as a community, hurting and angry over this tragedy and facing an uncertain fall, we know our students may need emotional support more than ever. We want you to know that if your child needs us, we encourage him or her to reach out to their trusted adult at LNC, whether that is a teacher, a coach, their principal, a counselor or another staff member. It is our responsibility to ensure that our students are supported and cared for during this troublesome time.

Sincerely,



Ricky Jones,  
BOE Chair



Rick Buckler,  
BOE Vice-chair

*LNC Administration*

LNC Administration