February 26, 2019

Loudoun County School Board
LCPS Administration Building
21000 Education Court
Ashburn, Virginia 20148

Dear Loudoun County School Board,

With input from our Executive Board and on behalf of our 200 plus members, The Minority Student Achievement Advisory Committee recommends the School Board take action tonight on three issues:

First, the cultural and social incompetence demonstrated at Madison’s Trust elementary school is only the most recent evidence that the Board must make equity and cultural competence its top priority. MSAAC recommends the school board move the formation of the Equity Ad Hoc Committee to an action item and vote to approve the committee tonight.

Second, MSAAC has long advocated for mandatory implicit bias training. On Friday, Dr. Williams committed to making implicit bias training mandatory for all LCPS employees. This is an excellent move toward equity and inclusion. We recommend the school board support Dr. Williams to ensure the successful and swift implementation of this requirement. In addition, we recommend LCPS provides a timeline for the completion of the mandatory training requirement.

Finally, as MSAAC advocates for cultural competence, equity and inclusion we recommend the school board adopt revised policy 1040.

To sum up, MSAAC urges the board to:
1. Vote to approve the formation of the Equity Ad Hoc committee tonight.
2. Provide a timeline by which all LCPS employees will complete implicit bias training.
3. Adopt Revised Policy 1040.