

**SATURDAY  
MAY 20**

**705-H East Market Street  
6:00 p.m. to 8:00 p.m.**

*Meet &  
Greet*

with

**KEVIN DOUGLASS GREENE**

Sponsored By LDAA

[www.LDAA1941.org](http://www.LDAA1941.org)

571-408-9925



We are committed to providing a safe and secure environment for the Douglass High School rededication.

- Please arrive early to allow enough time for you and your guests to move through the queue and enter the gymnasium.
- Leave valuable and unnecessary items at home including bags, backpacks, water bottles, etc. They will not be allowed in the venue. (Purses and handbags 8"x11"x2" or smaller are permitted.)
- All belongings are subject to search.

### **Restricted Items**

- No firearms, ammunition, knives, weapons, aerosols, mace, pepper spray, batons, sticks, or any item defined as a weapon under Code of Virginia §18.2-308A.
- Replicas of weapons are also not permitted
- No outside food or beverages allowed. (Water will be provided in the gymnasium and historic 1941 school building.)
- No drugs, drug paraphernalia, or illegal substances of any kind
- No jewelry or clothing that could inflict harm.
- No signs, banners, or flags.
- No professional audio, video, or audio recording equipment - including detachable lenses and tripods. (Moon Bounce Media will be providing professional live-streaming and recording of the event.)

If you see something that concerns you, please say something to law enforcement or security. Security and emergency medical technicians will be present throughout the entire dedication event and available to assist.

Event staff reserves the right to refuse entry to anyone.

Please come with a smile and be prepared to enjoy a wonderful event, rededicating The Historic Douglass High School Education & Development Campus.

## **Douglass High School Commemorative Committee's Reconciliation Subcommittee Recommendations for Reconciliation**

### **Background:**

The [Douglass High School Commemorative Committee](#) was appointed by the Loudoun County School Board on May 11, 2021. The charge of the Committee is to develop options to be incorporated in the renovation of the Douglass High School building. The Committee considers relevant historic artifacts, memorabilia, and other possible interpretive building displays to tell the story of Douglass High School. The Committee's mission is to determine how the history and importance of Douglass High School should be shared and to recommend commemorative components for School Board action and funding, as necessary.

At their March 15, 2022 meeting, the Board of Supervisors approved the Joint Committee's recommendation that the Douglass High School Commemorative Committee (DHSCC) make recommendations for the forced sale of the Douglass High School property by appointing a subcommittee that reports regularly to the Joint Committee on their progress and that the subcommittee include a County staff liaison, appointed by the County Administrator. The Board also endorsed the School Board's amendment of the Douglass High School Commemorative Committee Mission statement, as proposed in the February 7, 2022, Joint Committee Action Item 2, to assist with the request to make recommendations.

A Reconciliation Subcommittee composed of eight DHSCC members began meeting in August 2022 along with the County liaison Shalom Black and contracted facilitator Walter Hogan, President – Symbiosis. DHSCC co-chairs Erica Bush and Charles Avery also serve as the co-chairs for the subcommittee.

Three LCPS-related historical organizations, known collectively as the Consortium, have been granted dedicated office space in the historic portion of the Douglass High School Building. Additionally, PRCS and LCPS will ensure that each Consortium Organization may use space in the historic portion of the Building to hold a monthly or bi-monthly organizational meeting. An important feature of the Building will be historical exhibits that will be overseen by LCPS in partnership with Consortium Organizations. These exhibits inside the Building will be made available for public viewing on set days at set times with historical exhibit tour guides from the Consortium Organizations present to assist the public in navigating the exhibits. The Consortium Organizations partnering with LCPS and PRCS are the Loudoun Douglass High School Alumni Association, the Edwin Washington Project, and the Loudoun NAACP.

### **Goal:**

The goal of the DHSCC Reconciliation Subcommittee (DHSCC-R) is to recommend appropriate remedies in consideration of DHS's history and to propose pathways to recognize and attempt to reconcile the negative impacts due to the forced sale of DHS in 1940.

The subcommittee has as its guiding question: "How should Loudoun County reconcile the impacts of the forced sale of DHS to the DHS alumni, faculty, staff, their descendants, and the community?"

### **Considerations for Recommendations:**

The DHSCC-R reviewed the historical background of the forced sale, and discussed the impacts to DHS alumni, faculty and staff, their descendants, and the community. Generally, these impacts fell into three categories:

- **Educational:** Both locally and nationally, there are documented disparities in graduation rates and college attendance among Black and White students.
- **Social:** Interviews and accounts from alumni and descendants detail the impacts of segregated schooling on their families. These remarkable stories will be available at the DHS Building as part of the exhibits. Alumni recall the sacrifices made by their parents to send them to school at Douglass, working multiple jobs and holding bake sales to pay for the textbooks, furniture, resources, and transportation, which were provided for free to White children through taxes paid by both White *and* Black citizens of Loudoun County.
- **Financial:** It would be nearly impossible to calculate the total amounts spent by Black families for resources that were provided for free to White children; i.e., land costs, textbooks, furniture, learning resources, uniforms, transportation. If we look simply at the value of the cash expended by Black families to purchase the land for Douglass, adjusted for inflation, \$4,000 in 1940 is equal to \$84,799 in 2023. However, if we look at the 2023 values for DHS land and building<sup>1</sup>:
  - Fair Market Land \$5,501,600
  - Fair Market Building \$4,908,730
  - Fair Market Total \$10,410,330

With these educational, social, and financial impacts in mind, the DHSCC-R developed two recommendations to help reconcile the harm caused to families across generations. The overarching themes from the DHSCC-R's discussions were:

1. Ensuring the legacy of Douglass's students, staff, and families through an annual event and ongoing support from the Board of Supervisors.
2. The desire to tell the story of Douglass High, its students, families, faculty and staff, to reach audiences both within Loudoun County and beyond.

### **Recommendation 1: Ongoing budget allocation and contract to support mission of DHS**

The Reconciliation Subcommittee recommends that the Board of Supervisors approve the establishment of an ongoing annual budget allocation, including a contracted position, to preserve the legacy of DHS and to support the mission of the DHS Consortium. Collaboration and strategic partnerships are fundamental to bringing awareness to the community by pooling resources to commemorate the common shared interest related to Douglass High School. A coordinator for the DHS Consortium would provide sustainability and continuity for Consortium efforts and initiatives, as well as added expertise in historical preservation. Having a paid, contracted staff person available to support the volunteer Consortium partners will provide protection for the County's investments in the DHS building.

The DHSCC-R recommends that the County establish a vehicle that annually promotes the memory of the creative purchase of land by the County Wide League and the forced sale of the

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<sup>1</sup> Office of the Commissioner of the Revenue

Douglass High School property to the Loudoun County School Board to build a school for minority students in Loudoun County. This special event will promote an annual discussion and retelling of the story of the Historic Douglass High, its students, families, faculty and staff, to reach audiences both within Loudoun County and beyond. It will also encourage dialogue that will strengthen race-related matters and support social and educational growth in the community.

Annual funding would be used for two purposes: a contracted Coordinator to assist the Consortium organizations (which are all volunteer) with exhibits, events, and operations; and an annual budget allocation to support marketing, education, special events, and an annual commemoration at DHS.

#### Part-Time DHS Consortium Coordinator (20 hours/ week)

A contractor would be selected by Loudoun County staff and Consortium organizations to assist with collections care, exhibit development, educational program development, and administrative duties, as well as the planning and organizing of the annual commemorative event. The Coordinator would serve as the point of contact between the Consortium partners, LCPS and Loudoun County Parks, Recreation and Community Services. They would work with outside contractors for marketing/ graphic design needs. They would also assist with the management and oversight for the timeline and scope of work for the proposed documentary (Recommendation 2).

#### Skills needed:

- Technology and computer skills (i.e., loading documents into kiosks)
- Marketing and social media
- Community education experience
- Project management
- Event management
- Exhibit curation

#### Ongoing budget allocation for education and marketing costs

The ongoing budget allocation requested would support an annual community event commemorating Douglass High School, as well as fees associated with other speakers, plays, concerts, art exhibits, etc. These funds would also be used for contracts needed for professional marketing and graphic design services. The DHSCC-R anticipates that in the future, the Consortium will develop take home items for youth and may publish historical book(s) on DHS.

*Estimated Cost:* Coordinator: \$50,000 per year; Events, education and marketing: \$50,000 per year. Total ongoing costs: \$100,000 per year.

### **Recommendation 2: Douglass High School Documentary**

The Reconciliation Subcommittee recommends that the Board of Supervisors approve the creation of a professionally produced and nationally distributed documentary telling the story of Douglass High School. The focus would be on bringing a face and a story to Douglass High School, its students, and its teachers. The documentary would give alumni a chance to tell their stories and keep those stories from getting lost.

### Film Scope:

- Starts with brief summary of the earlier period before the Black high school program began and examines motivations and context
- 1865-1920 Reconstruction: Quaker high school classes
- 1920s era: Union Street School
- 1930s: Charles Hamilton Houston and Countywide League, land purchase and construction
- 1940-1968: Operation of DHS
- 2023: Douglass reopening

Based on the scope of the story the DHSCC-R wishes to tell, it is recommended to plan for a 60- to 90-minute film. The committee cites two documentaries as models for the story it wishes to tell: *Becoming Frederick Douglass* and *They Closed Our Schools* (about Prince Edward County).

Based on professional input, the County will need to contract with an agency that will cast a director and production company. From there, the agency will help to determine the perspective or angle to tell story from and will help develop considerations for the timeline and budget.

With guidance from the County's Public Affairs and Communications Office and the contracted Coordinator, the Consortium will form a committee to guide the order of each piece of the story and develop a narrative, as well as to map out a script alongside existing photos and interviews. They will also help to determine who else should be interviewed for the film.

Given existing resources, and depending on the film's length, the documentary could be completed in a year from the contract award date. It would take several months to film, followed by editing, and checking facts. It would then be released to streaming sites such as Hulu or YouTube to host the content.

The County, LCPS, and the Consortium have access to existing resources which can help to inform the production:

- LCPS has recorded alumni interviews for DHS exhibit kiosks.
- Edwin Washington Project has recorded oral histories and can help provide access to LCPS historical records.
- Visit Loudoun and the Department of Economic Development are potential partners and could help to make connections with media and film partners.
- Media students from the Academies of Loudoun and Northern Virginia Community College could be used to assist in the production.

In addition to telling the Douglass story to a larger, potentially national audience, some portions of the film could be used for other purposes such as commercials, DHS exhibits, or Visit Loudoun promotions.

*Estimated Cost:* To be determined. Corporate underwriting partners and grants could help to fund the project.

**Dedication Subcommittee suggested assignments for DHSCC members on May 21, 2023**  
(April 17, 2023 DHSCC Meeting)

We ask all members to be at their assigned location immediately after the ribbon cutting ceremony.

\*Charles Avery/Erica Bush will fill in where needed.

**Inside:**

LDAA Room - Carlotta Coates  
EWS Room - Larry Roeder  
NAACP Room - Michelle Thomas  
The Struggle Years Timeline - Gertrude Evans  
LDAA Timeline - Dwight Brooks  
Dollar Bill - Mary Randolph  
Time Capsule - Gladys Burke  
Auditorium - Glory Howard

**Outside:**

Front Plaza - Valerie Bush  
Inspiration Way - Tammy Carter  
Amphitheater - Jim Roberts  
East Courtyard - Jaxon Roberts  
Mural - Larry Simms  
Band Building - Sylvia Smith/Joyce Jackson  
West Courtyard - Margaret Good