

(We want to begin by recognizing and thanking the educators, para-educators, and staff who are doing amazing work every day for our students in the Peninsula School District.)

Dear Peninsula School District Board Members and District Leadership:

We, the undersigned parents, guardians, and community members, insist that the pervasive acts and words of discrimination, anti-queer hate, and racism against BIPOC (Black, Indigenous, People of Color)/LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual +)/Disabled/Neurodivergent students are immediately addressed.

For far too long, these incidents have persisted, causing harm and perpetuating a climate of fear and inequity within our schools. An Asian American student was the victim of a racist assault on a bus, and the use of the N-word and other hate speech continues at our schools.

We are calling on the Peninsula School District (PSD) to take the following actions:

1. **Acknowledge the Problem:** Acknowledge the existence and severity of the acts and words of discrimination, anti-queer hate, bullying, and racism against BIPOC/LGBTQIA+/Disabled/Neurodivergent students that plagues our school district. This issue must be elevated to a priority level within the district's agenda for immediate attention and resolution.
2. **Adopt a Restorative Justice Model:** Institute restorative justice practices into the district's approach, overall comprehensive policy, and seek to eliminate the root causes of harm caused by harassment, intimidation, and bullying. The current policies, rooted in investigation and punishment, perpetuate cycles of harm rather than foster inquiry, healing, and learning. The plan should include a long-term strategy to shift the culture in our district to prioritize inclusivity, the understanding of others, and the safety and well-being of all children.
3. **Expand Districtwide Training:** Expand districtwide initiatives focused on empowering ALL staff, students, and volunteers with the knowledge, skills, and resources necessary to effectively identify, intervene, and prevent acts and words of discrimination, anti-queer hate, and racism. This training should emphasize the importance of creating a safe and inclusive environment for all members of our school community.
4. **Hire Diverse Staff:** Hire, support, and retain BIPOC/LGBTQIA+/Disabled/Neurodivergent teachers, administrators, and staff. This is essential for a truly inclusive school district.

In response to these urgent concerns, we commit to the following actions:

1. **Organize and Take Action:** We will organize, mobilize, strategize, and advocate for the rights and well-being of ALL students. We will not rest until meaningful change is achieved.
2. **Collaborate with the District:** We will work collaboratively with the PSD board and district leadership to advance these critical goals to ensure our district becomes a safe and inclusive environment for ALL students. We ask that the district work with us as well.
3. **Spread Awareness:** We will actively engage with our broader community to raise awareness of the issues facing BIPOC/LGBTQIA+/Disabled/Neurodivergent students within our schools and to garner support for our efforts to promote equity, diversity, inclusion, and belonging. We will amplify the stories of discrimination, hate, and division to increase awareness of what is happening to students in the Peninsula School District.

We urge the Peninsula School District board and district leadership to heed our call to action and prioritize the creation of a safe and inclusive learning environment for ALL students. We must resist

the temptation to rely on processes and systems rooted in oppression and white supremacy to rectify the problems they have perpetuated. Embracing restorative justice represents a significant step toward creating a more equitable and compassionate school environment. We stand united in our commitment to justice, equity, and compassion, and we look forward to working together to bring about positive change within our district.

We leave you with these two questions:

1. How would you react if these incidents were happening to your child?
2. Are you willing to meet with us to make meaningful change in our district and community?

Sincerely,