



California Independent
Schools Business
Officers Association

June 19, 2020

Cal-ISBOA Statement Against Racial Injustice

We grieve with the families and friends of George Floyd, Ahmaud Arbery, Breonna Taylor, Rayshard Brooks, and so many other Black Americans taken so abruptly and violently. While we share the outrage over these senseless killings, we recognize that these atrocities are the most recent manifestations of centuries of racial bias and social injustice—a cancer of this nation’s soul which has been in place since before its birth, and which is rooted in issues of power, privilege, and systemic racism. Racism and its offspring of hate and violence have no place in this world—not now, not ever.

At Cal-ISBOA, we recognize that we can and must do better in our advocacy for change and social justice. We commit to:

- Diversity, Equity, and Inclusion (DEI) as fundamental values that will guide our work as an association;
- Identifying resources and developing programming related to DEI that is responsive to and supportive of our members and member schools; and,
- Educating our community and adopting a shared responsibility for change, both as leaders of our respective schools and as voices within the broader independent school community.

We pledge ourselves as a staff and board to these principles and to the process of listening, learning, supporting, and educating one another. While these words are important to say, we realize they are meaningless without a roadmap for change. We believe this roadmap begins with difficult conversations around the pain and grief that so many of our colleagues feel and experience. We also recognize that we too are learning and unlearning, and that our search for solutions must include meaningful partnerships with DEI associations and other allies in this field. As such, we are establishing a DEI Task Force to explore ways for us to undertake and sustain this important work. We invite you to participate in this effort by contacting Martha Ambros, Andria Marcus, or any one of us.

We share a collective hope for the future. We ask that you join us as we push forward to deepen our understanding, develop programming, and identify resources to combat racism and social injustice.

In Solidarity,

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Executive Director

Andria Marcus
Membership Engagement Manager

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Marlborough School, Los Angeles

Kathy Layendecker, Vice President of the Board of Directors
Castilleja School, Palo Alto

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