



Our Solidarity With Black Lives Matter

Black Lives Matter. We know and express that in the work we do; however, now is the time for us to state it loudly, explicitly, and unambiguously. Now is the time to denounce the abhorrent mistreatment that Black people have faced for centuries. Now is the time for us to double down on our commitment to end anti-Black racism—and to encourage all educators to do the same.

As an organization that works to change inequitable educational practices and close the opportunity gap for students everywhere, we see firsthand the systemic inequities in our society every day. We know that systemic inequities in education, housing, access to credit, healthcare, and criminal justice have a compounding negative impact on Black, Indigenous, and People of Color, and their families.

Our words matter. Our beliefs matter. Our actions matter—most of all. Here is what we can and will do. As a partner with 7,500 schools, we have the opportunity and the moral responsibility to examine the inequities that exist in schools and to challenge, support, and celebrate educators as they remove barriers, insist on rigor, and open opportunities for all students. This is what we do and why we exist.

It is through the relationships we have with AVID schools, and the collaboration we have with educators, that we can partner with them to impact change in school systems.

We can and *will* accelerate our work and act with even greater urgency.

We will recognize that different groups experience racism in different ways. We will recognize the existence of racism and work towards dismantling the systems of oppression that keep racism alive.

We will share the resources for culturally relevant teaching we have created, and curate other published resources for any educator who wants them.

We will activate and mobilize our AVID alumni to mentor students and advocate for changing inequitable educational practices.

We will join with like-minded organizations in amplifying our voice that Black Lives Matter, and that institutional racism must end.

We will listen even more. We will go deeper, examining more fully how we are part of systemic racism and how we can bring more self-awareness to break the cycle of systemic racism.

We will ask the hard questions: will every student leave school knowing they had at least one educator who was invested in their lives, who believed in them, and advocated for them until they can advocate for themselves?

We will share and discuss data with school leaders that highlights access and participation in rigorous courses and enrolling and graduating from college.

We will expand our movement to ensure all students' dreams are encouraged and have opportunities to make them a reality.

And *we will*, as an AVID community, continue to listen to each other, support reflection and healing, and seek your ideas and suggestions for how we can deliver on all we care about as an organization in this moment.