



Winchester Thurston School

Dear Parents and Guardians,

I write today to share that the students directly involved in the recent Diversity, Equity, and Inclusion (DEI) violation are no longer members of our community. I understand that many have been frustrated with how long it has taken to move through this process, as well as what is perceived to be a lack of transparency. With a matter such as this one, it was crucial that we allowed our processes to guide our work.

The next steps we take are critically important as we rebuild trust to be able to move forward. Over the last several days, I have been engaging with area professionals who will help guide our restorative work. Our faculty, staff, and administrators will play a critical role in this work, and they will need additional training to help us with these next steps with students. Soon I will announce a professional development day that has not been previously scheduled to allow for that training to happen. Immediately following that day, students will engage in two days of activities, differentiated by division and developmental stage, to help them process this incident. Additionally, this will be a time for us to come together to decide what kind of community we want this to be, and the role we each play in contributing to that. We are at a moment where we need a full stop for reflection and action and cannot simply return to business as usual and as if nothing has happened.

Tomorrow, I will be meeting with our Upper School students and Middle School students separately to address their concerns as I am able. I will also be responding to the requests the students sent to me on Friday. Perhaps more importantly, I will be inviting all students to join me in creating a shared vision for what WT must do to be the community we say we are and embody our credo, "Think also of the comfort and the rights of others." At some point, each one of us made the decision to join WT. For me, it was evident from my first moments on campus that this was a community made up of close relationships among students, faculty, staff, administrators, and parents. The pandemic has strained those relationships, making it even more difficult to bring the community together after an event like this. We must be deliberate in working towards healing.

I have learned a great deal through this investigation and understand that there are microaggressions and other harmful actions that are happening each day. These need to be addressed head-on. Additionally, our policies, procedures, and consequences need more clarity around issues specifically related to violations of our commitment to diversity, equity, and inclusion. As we continue that work, I will keep you updated.

Finally, I invite you to a virtual Parent/Guardian Town Hall meeting tomorrow, Wednesday, February 16, at 5:00 p.m. You can access the Zoom link on the [MyWT calendar](#). This will be an opportunity for me to answer your questions about our plans for moving forward.

Thank you for your continued commitment to WT.