



Northern Humboldt Union High School District

2755 McKinleyville Avenue, McKinleyville, CA 95519-3400
TELEPHONE: (707) 839-6470 • FAX: (707) 839-6477
www.nohum.k12.ca.us

ROGER MACDONALD
District Superintendent

CINDY VICKERS
Director of Fiscal Services

MELANIE SUSAVILLA
Director of Student Services

June 3, 2020

Dear NHUHSD Students, Families, Colleagues, Community Members,

We want to express our sincere grief for the violent and senseless murder of George Floyd and the many who have preceded him at the hands of white men, whether in the line of duty or in the line of unnecessary vigilantism.

To those in our Northern Humboldt Union High School District community who are or have children who are Black, Indigenous, and People of Color (BIPOC), we stand with you. And because we know that sincere words are not enough, we want you to know that we are committed to making concrete, systemic changes to create a better, safer world.

To the entire community, we must be clear: Black Lives Matter. In times like these, it is easy to point the finger at other institutions, but NHUHSD must address the fact that racism, both past and present, has caused inequitable outcomes for BIPOC in schools nationwide -- a fact that is true for us here as well. For many BIPOC, this truth is likely part of the fabric of your very existence. Even when we believe that students all have the same opportunities, the fact of the matter is that we can and must do more to ensure equitable outcomes. For those who have not thought about racism and how it impacts you and those around you, we also need you to join us on this journey.

NHUHSD is committed to the following actions to ensure that we make measurable progress, starting with a conversation at our next regular board meeting on June 16, 2020.

- Reviewing policies with a racial equity lens, and implementing changes to those policies that are inequitable; and
- Reviewing hiring practices with a racial equity lens, and making changes to the process to reduce the impacts of bias; and
- Reviewing student achievement and disciplinary data to identify gaps and develop solutions; and
- Review curriculum with a racial equity lens, to more accurately reflect the lived experience of those who are BIPOC; and
- Providing ongoing professional development for staff and students on implicit bias and institutionalized racism; and most importantly,

- Engaging in a listening campaign with BIPOC students, staff, and families. What we hear from you will help inform changes to policies and practices.

We will not get every step right. Racism is bigger than our district and will be hard to unlearn. However, we owe it to the District and our students, staff, and families to try our best. As James Baldwin said, “Not everything that is faced can be changed, but nothing can be changed until it is faced.” Let’s face it together.

Sincerely,

Brian Gerving, Board President
Aristea Saulsbury, Board Trustee
Roger Macdonald, Superintendent
Cindy Vickers, Director of Fiscal Services
Melanie Susavilla, Director of Student Services
Wendy Zamboni, NHUHSD Teacher and CTA President
Stephanie Hampton, NHUHSD Secretary and CSEA President
Dave Navarre, AHS Principal
Nic Collart, MHS Principal
Ashley Lankila, MRHS Principal
Jon Lasron, PCHS Principal
Ron Perry, SRCHS Principal

This is written by predominantly white educators who reside on the unceded ancestral territory and current homeland of the Wiyot people.