

June 18, 2020

Dear Members of the Charter Arts Community,

As an arts and education organization dedicated to bringing the transformative power of the arts to high school students, a central commitment to equity, diversity, inclusion, and accessibility has long been fundamental to the Lehigh Valley Charter High School for the Arts (Charter Arts) mission. It is an integral part of what we believe and what we do.

We understand, however, that there will always be more work to be done as together we continue to confront and address inequities. All of us have been challenged to listen, learn, and reflect—and to consider how we can be even more present and continue to learn.

Therefore, I want to say clearly that Charter Arts is fundamentally committed to the values of equity, inclusion and respect for human dignity and plans to implement actions that support that commitment and lead to sustainable change. At its June 11, 2020 meeting, the Charter Arts Board of Directors voted to adopt a Diversity Resolution to continue its support and commitment to fostering equity, diversity, and inclusion in all Charter Arts' programs, practices, and policies.

With this resolution, we will implement immediate and long-term goals with specific actions that move us forward as an inclusive institution. Our administrative team has connected with student leaders, faculty, and parents. In response to the feedback from these groups, Charter Arts plans to continue the work begun at the June 11th Board of Directors' meeting with immediate actions including:

- Hiring a Diversity Consultant that will work with the Charter Arts administrative team to
- Create an Equity, Diversity and Inclusion planning team that will
- Develop an organizational action plan through the fiscal year 2020-2021 that will create achievable and measurable goals allocating the resources needed to advance equity, diversity, and inclusion at Charter Arts. This will ensure the
- Development of a Diversity plan that will offer a wide range of education and social impact programs designed to address personal and systemic barriers to participation among students and community members.

Our commitment to these necessary and fundamental changes must be ongoing and will require continuing dialogue with the communities we serve. Thank you for being a part of our Charter Arts community.

Sincerely,

Diane LaBelle

Executive Director & CEO

Mission Statement

The Lehigh Valley Charter High School for the Arts provides a unique environment that fosters a creative, rigorous academic approach to learning and a development of talents in the arts. Built on passion, discipline and a commitment to excellence, this integrative educational experience inspires all students to believe in who they are and in what they can accomplish.

LEHIGH VALLEY CHARTER HIGH SCHOOL FOR THE ARTS BOARD RESOLUTION

THE BOARD OF DIRECTORS FOR THE LEHIGH VALLEY CHARTER HIGH SCHOOL FOR THE ARTS (Charter Arts), Bethlehem, Pennsylvania

In the Matter of Adopting a Resolution on Equity, Diversity, and Inclusion

RESOLUTION No . 2020-1

this matter having come before the Board of Directors (Board) on June 11, 2020, and It appearing to the Board that:

- Whereas, the Board is of and for the community of Charter Arts; and
- Whereas, Charter Arts is a diverse school in the State of Pennsylvania; and
- Whereas, a more diverse environment at Charter Arts will lead to better educational, social and health outcomes – than those that are less diverse; and
- Whereas, we, the Charter Arts Board of Directors, recognize the many barriers in our country that impede equity, diversity, and inclusion; and
- Whereas, we recognize and reaffirm Charter Arts' commitment to creating an inclusive culture that values and celebrates the diversity of the student body.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED, that on this 11th day of June 2020, the Charter Arts Board of Directors will commit to:

1. Ensuring that the fostering, supporting and strengthening of equity and inclusion in the Charter Arts' programs, practices and policies becomes an institutional imperative; and
2. Continuing to develop our understanding of the inequities that policies, programs and practices may cause; and
3. Continuing to provide the leadership to make Charter Arts more equitable
4. Allocating and providing the resources needed to advance equity, diversity, and inclusion at Charter Arts and ensuring the development of a Diversity Plan that will serve to ensure the long term sustainability of this effort; and
5. to develop an organizational action plan through fiscal year 2020-21 that will create achievable and measurable goals and include quarterly reports to the Board on the progress of implementing this resolution

DATED this 11th day of June 2020.

BOARD OF DIRECTORS OF THE LEHIGH VALLEY CHARTER HIGH SCHOOL FOR THE ARTS has unanimously approved the adoption of an historic "Resolution on Equity, Diversity, and Inclusion" to guide the School's long-term efforts to advance equity and create a more inclusive community for all.