

Kappa Delta Pi, International Honor Society in Education, is an educational nonprofit organization that serves, supports, and provides leadership opportunities for more than 35,000 collegiate pre-service teachers, K-12 teachers, and teacher preparation faculty. In the wake of the recent killings of Mr. George Floyd, Ms. Breonna Taylor, Mr. Rayshard Brooks, and others at the hands of law enforcement, we would like to unequivocally affirm the sentiment that Black Lives Matter, not only in instances of police brutality, but in every facet of life. As such, we are committed to working in solidarity with our members and partners to implement systemically focused efforts that directly address the racial inequities within our beloved profession.

Teachers are often the most influential adults in the daily lives of their students beyond family. Teachers who embrace and exemplify diversity, equity, and inclusion transform the lives of students by expanding their minds, knowledge, and opportunities. We recognize this pivotal moment in history as a time to not only teach, but to pause, learn from and embrace the reality that not all of our lived experiences are the same. We also recognize this as a time to celebrate the academic, cultural and professional contributions of individuals throughout the African diaspora that have been undervalued for centuries.

Systemic racism in education prohibits children and adults of color from experiencing high quality, engaging educational experiences despite their talents and abilities. All people of color have a right to learn skills and acquire knowledge in educational environments that enable them to realize their inherent lifelong potential.

It is not enough to commit to solidarity and state our beliefs. We must act. Therefore, KDP's leadership and staff commit to the following actions to ensure Black students, teachers, families, and communities stop being targeted with violence, oppression, and lesser opportunities:

1. Acknowledge implicit biases, prejudices, and privilege within KDP by engaging in difficult conversations about racism while seeking solutions.
2. Establish KDP's first-ever Coalition for Anti-Racism in Education (CARE) to work with KDP on the development of processes that can support teachers to teach Black students well.
3. Ensuring the work of Black educators is central to all of KDP's programming.
4. Provide ongoing staff training on anti-racism, diversity, equity, and inclusion.
5. Evaluate KDP's policies and procedures to remove barriers for people of color to join as members, contribute thought leadership, and become employed.
6. Diversify KDP leadership, staff, and membership to ensure the voices and votes of people of color are incorporated into KDP's work locally, nationally, and globally.
7. Expend resources to develop and expand KDP chapters in Historically Black Colleges & Universities.
8. Partner with companies, organizations, foundations, and other educational associations to identify greater-impact solutions and opportunities for teachers of color.
9. Be authentic, transparent, and committed to eliminate racism in and out of the classroom while never forgetting the countless lives lost or devastated by racism.

KDP remains committed to helping recruit, prepare, and retain a diverse, effective, and respected teacher workforce, and we look forward to working with you to eliminate racism in education. If you wish to join KDP in these efforts, please email a message to CEO@kdp.org.

Sincerely,



Tonja Eagan, MPA, CFRE
Chief Executive Officer