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*To inspire each student to
extraordinary achievement
every day*

Sept. 30, 2022

To Staff and the Twin Rivers School Community,

Across our district, throughout our neighborhoods and in our homes, we see a richly diverse community. We see this as an opportunity to open our minds to learn from one another and nurture a respect for differences.

When we recognize and learn about diversity, we increase our respect for others and we expand our minds to celebrate our unique differences and points of view, rather than judge, misunderstand or mischaracterize differences. In essence, when we expand our understanding of others, we create more inclusive and welcoming schools for all students, staff, and families.

To support employees in our TR community to both model and teach how to recognize and respect diversity, we are offering a comprehensive training program to address social awareness, social sensitivity, and social justice to our entire administrative and management team.

As background, we offered some training on these timely subjects over the summer to teachers. Teachers attended on a voluntary basis—no one was required to attend. And I am pleased to share that teachers who attended gave the training high praise and wonderful compliments. From this positive response, we determined that we should build out a comprehensive series of professional development offerings on Diversity, Equity, and Inclusion (DEI), and provide this to all district and site administrators.

The goal of this training is to help open minds to better understand how actions and word choice can help make others feel respected or judged, heard or marginalized. I am mindful that without proper training, in today's world, a person could use a word or expression that intends no harm, but in fact may cause someone great harm. The only way to properly ground ourselves in good habits is to first learn about one another, seek to understand one another, and commit to treating one another with respect and compassion. That is the precise purpose of this Diversity, Equity, and Inclusion Training Series.

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Opening our minds, broadening our lens, seeing things from someone else's perspective are all skills that will help create welcoming school environments and model for our students the conduct that is required for success in today's global society.

Thanks to the TR team for receiving this training with such a positive and collaborative spirit.

Warmly,

A handwritten signature in blue ink, appearing to read "Steve Martinez". The signature is fluid and cursive, with a long horizontal stroke at the end.

Steve Martinez, Ed.D.
Superintendent, Twin Rivers Unified