



October 7, 2022

Dear Middlesex Community,

In October 2021, [we shared with you our unified commitment](#) to developing a truly inclusive Middlesex community that honors the “breadth of personal identities that makes the school a special, vibrant place of learning.” We remain steadfast to this pledge and to the belief that a diverse learning environment, one built on openness and opportunity, helps us “find the promise in every student” and enhances the education for all members of the Middlesex community. Following a year of considerable self-reflection and conscientious work, we write to you today to reaffirm these commitments and to update you on the School’s efforts to strengthen our culture of inclusivity and belonging.

The Middlesex community is as richly diverse as it has ever been. To support our students more fully, the School has expanded its Diversity, Equity, and Inclusion Office to include an Associate Director of DEI. The School has also deepened its Affinity Group Program, working to ensure that these student groups have more administrative support, funding, and protected time to meet regularly. Visiting speakers, artists, and interactive workshop leaders continue to be vital resources in fostering community dialogue on equity and inclusion, and academic departments have made a concerted effort to adjust their curricula to reflect a richer diversity of voices, histories, and perspectives. Each department has also developed its own statement of anti-bias and inclusivity that serves as a foundational principle of discourse in the classroom.

In addition to these programmatic initiatives, the School continues to focus on elevating student voices and establishing better channels of communication between students, faculty, administrators and trustees. Members of the Board of Trustees and School administration meet with students more frequently to better understand their concerns and goals for the School, and the Middlesex Handbook has been updated to include formalized protocols for students to report bias-related incidents. The School also consistently seeks to better amplify the voices, concerns, hopes, and leadership opportunities of all students; the Equity and Inclusion Officer leadership group has taken on more significant responsibilities in directing school culture, and “REP”, a student performance group that focuses on issues of racial equity and identity-based biases, is now a fixture of student orientation. Middlesex faculty, staff, and trustees receive regular professional training on equity, inclusion, and anti-bias work, and the faculty evaluation process now incorporates self-reflection and external feedback on these topics.

We are proud of and inspired by the Middlesex community’s energetic embracement of this vital work.

A more detailed outline of the School’s [recent DEI progress is available online](#). We firmly believe that Middlesex’s work in any single area of equity and inclusion should never be considered “done.” Progress is a step forward that must always be followed by further work, reevaluation, and recommitment. It also requires an open exchange of ideas, which is why we encourage you to [share your thoughts with us here](#).

As the Middlesex community looks ahead to welcoming Bessie Speers in 2023 as the next permanent Head of School, we have an exciting opportunity to use the next year of transition as a time for further self-reflection on the School’s values, strengths, shortcomings, and hopes for the future. We look forward to continuing our work with all of you to help Middlesex find its own promise as a community where everyone not only feels a sense of inclusion, but also a sense of true belonging.

Sincerely,

Jason Robart '83 P'11'13
President, Board of Trustees

Patricia Melton '77
Chair, Trustees Diversity,
Equity, and Inclusion Committee

Karlyn McNall P'21'23
Interim Head of School