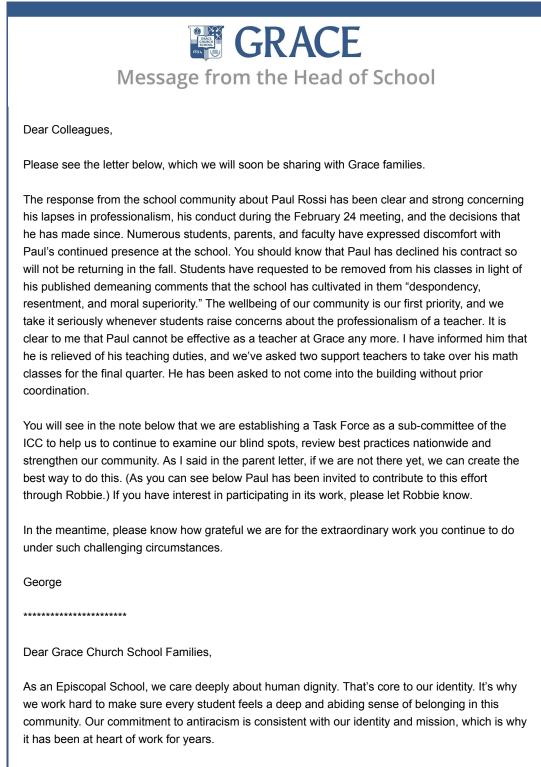
Below is an email sent by Grace Church head of school George Davison on April 18th, 2021 to the faculty, staff, and administrators at Grace Church School.

For more information and to see Paul Rossi's response, visit: www.fairforall.org/gracechurch



We don't always get things right. Any time a member of our community feels diminished owing to their race, their sex, their faith, or any immutable aspect of their identity, then we're doing

something wrong, and our values call on us to do better.

Which brings us to the recent articles about our school. We find it regrettable that Paul Rossi chose to air his grievances with the school in the press, especially with an account that contains glaring omissions and inaccuracies. But Grace is a school genuinely committed to inclusion and to the values of an excellent education including critical thinking and civil discourse. We're not afraid of ideas, and we welcome any critique that brings us closer to achieving the aims of our mission.

We are establishing a Task Force, which will function as a sub-committee of the ICC with members drawn from various constituencies of the school to help us to continue to examine our blind spots, review best practices nationwide and make recommendations to strengthen our community. Led by our Assistant Head of School, this team of teachers, staff, and parents will work this spring and make a report to the Head of School and the Board of Trustees in July. We have invited Mr. Rossi, who has chosen not to return next year, to contribute to this committee's work, and have asked him to focus all of his efforts for the remainder of his time at Grace on constructively engaging with the school as we try to foster a culture of belonging for all of our students.

Our identity as a community of values demands that we recognize the precious worth of all our students and that we seek to equip them with an outstanding education and with the desire to use it to make the world a better place. But even as we must be unflinching in our commitment to justice, our very name calls us to mercy—to embody a grace that seeks understanding, promotes kindness, acts humbly, and demonstrates reverence for the dignity common to humanity. We believe that there is a sensible approach that can affirm all, and if we are not there now, we can create it.

And so that is what we will try to do, full of gratitude to you, who have entrusted your children to our care, and to all who work on their behalf to make us worthy of that trust.

With warmest regards,

George

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