



District Office

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Dear CiTi family,

As we begin the process of reopening, in planning it is our responsibility to understand the fears and anxiety that comes with bringing people together again. I know that these conversations, in many cases, will focus on a response to COVID-19. I want to expand the conversation by tackling bigger societal issues regarding implicit bias and how it affects our students, faculty, staff and our communities.

Implicit bias refers to attitudes and actions that are the results of stereotypes that affect our understanding and decision-making based on unconscious knowledge. These stereotypes affect the way we behave and interact with others. Simply being self-reflective is not enough. We must work hard to address these issues and re-train the brain to dispel the bias that has been created over long periods of time in our country.

We have seen the power of love and understanding when we stop and listen and open ourselves to the reality that we have been complacent in the actions that have made some of our fellow citizens feel “less than.” We may not see ourselves as racist, sexist or any of the terms associated with meanness and hate, but simply not acting in a repulsive manner does not end our responsibility to stand against repression of any kind.

I am making a pledge to our communities that we will actively work so that no child or employee feels that they are ever “less than” any other. Our black community members have lived with their reality for centuries, and now we must say “enough.” What we have seen since the murder of George Floyd is a long overdue wake-up call to the world. We must respond by making it part of our educational mission to educate our students and faculty on understanding the damage caused by our implicit bias.

We must make certain that our Black, Brown, Latino, Native American, LGBTQ, poor, disabled, and the list goes on; do not experience prejudice and bias while in our care.

We must also educate the community. This is our moral responsibility.

I will be asking for help from every single person in the organization to accomplish this. No one person can accomplish a cultural shift toward greater understanding, empathy and love. We will not sit back and leave this to the next generation of educators.

Much love,

Christopher J. Todd  
*District Superintendent/Executive Officer*

**A BOARD OF COOPERATIVE EDUCATIONAL SERVICES**  
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