

Resolution supporting the development of an anti-racist school climate by the Board of Directors of the Shaler Area School District

WHEREAS, we are deeply saddened and outraged by the violence and discrimination against black men, women and children. The subsequent protests within the last year have focused a spotlight on the harmful effects of racism and inequality. Furthermore, the public response has highlighted the racial trauma that our black and marginalized students, families, staff, and communities have not only endured for centuries but continue to face today.

WHEREAS, School Board Policy 103 affirms the board's commitment to provide all persons equal access to education and / or employment in the district without regard to race, color, age, creed, religion, sex, sexual orientation, gender or gender identity, ancestry, national origin, marital status, genetic information, pregnancy or handicap/disability. We stand in support of our students of color and other marginalized groups and families. However, we understand that racism is systemic, and it may be unconsciously and consciously rooted into our institutions, policies, practices and communities. **Consequently, we acknowledge that we must look at our own school policies and practices through an anti-racist and equity lens to address racism and inequity that may exist within our own school community.**

WHEREAS, we must listen to the voices of staff, students, families, and communities who have historically endured discrimination and marginalization. Their lived experiences and stories require attention, require respect, require empathy, and most importantly require action. Therefore, it is essential that we establish an expectation that a diversity of staff, students, families, and community members, specifically those that have been ignored, discriminated against, and marginalized, are heard and included on substantive school and district issues.

WHEREAS, we must better educate ourselves and seek to educate the community on the historical and current impact of racism and discrimination on our staff, students, families, and communities, as well as understand we can take action to end such inequity. Through education and opportunities for honest dialogue, we hope to build partnerships in the community focused on overcoming racism and other barriers. By doing so, we can create opportunities to ensure that each child has the tools and support needed to thrive.

WHEREAS, we must advocate to advance civil rights and cultivate an anti-racist school climate necessary to meet the needs of every student in our care. Our students, no matter their race, ethnicity, religion, gender or gender identity, sexual orientation, socioeconomic status, language ability, disability, and other identities, deserve to feel safe, to feel seen, **to be heard**, to be included, and to feel affirmed. Additionally, we are committed to offering programs of support and mentorship for students who fall victim to racism and may experience discriminatory practices.

NOW, THEREFORE BE IT RESOLVED that the Shaler Area School District, unequivocally stands firm in our collective responsibility to foster a safe, equitable and inclusive environment for every student, staff member, parent, and community member. We commit to use our role as school board directors to recognize, respond, and speak out against injustice and racial inequity in our school community.

In support of this goal, the Shaler Area School Board commits to the following through collaboration with district leadership and staff:

- (1) strategic focus on the development of a social justice and inclusive schools framework;
- (2) ongoing collaboration with stakeholders;
- (3) review of relevant policies, regulations and supporting documents;
- (4) education and training for staff;
- (5) implementation of curricular recommendations from in-depth program review reports that would occur across the curriculum
- (6) emphasis on diversity, equity and inclusive practices within the Shaler Area School District.

Adopted this _____ day of _____,
2021.

Signed,

Board President

School Superintendent