

a free and appropriate public education, it is the responsibility of each school to ensure we create a welcoming community ~~wherefor~~ ALL students realize their intellectual (academic, social-emotional, behavioral, and cultural) and developmental potential; and

WHEREAS, it is the responsibility that the district provide access to all district staff, ~~(including School Committee members)~~ annual professional development on diversity, equity and inclusion; and

WHEREAS, this every district will commit to recruiting and retaining a diverse and culturally responsive teaching workforce; and

WHEREAS, this every district will examine our their policies for institutional and systemic racialized practices and implement sustainable change with ~~sustainable~~ policies that are evidence based; and

WHEREAS, this every district will incorporate into our their curriculum the history of racial oppression, ~~and~~ works by black BIPOC authors and works from diverse perspectives, as required by the Massachusetts Department of Elementary and Secondary Education DESE; and

WHEREAS, we as school district leaders can no longer remain silent to the inequities and issues of racism and hate that continue to plague our public and private institutions, including racism, sexism, homophobia, transphobia, ableism, antisemitism, Islamophobia, classism, and nativism;

WHEREAS, we as school district leaders call for discourse that rejects toxic incivility and embraces careful listening, respect, openness to dialogue, and commitment to the truth;

RESOLVED: that the Milton Public Schools ~~and all the school districts in the Commonwealth~~ must guarantee- that the district will intentionally and purposefully work towards eradicating racist and all other discriminatory practices are eradicated; ~~and~~ and actively embed and practice diversity, equity and inclusion ~~is embedded and actively practiced~~ for our students, families, faculty and staff.

We must ensure our own school culture ~~and that of every district in the Commonwealth~~ is anti-racist, ~~that~~ acknowledges that all lives cannot matter until black BIPOC lives matter, and we must eliminate the disproportionalities that exist among our students based on race, gender, socio-economic status, and special education status.