

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: ACA
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ORCSD Racism and Anti-Racism Policy

The Oyster River Cooperative School District (ORCSD) policy on racism is both a denouncement of racism and a public commitment to continually support social justice and equity for all in the ORCSD community by becoming anti-racist. We recognize this is a journey and that staff and students will be at different phases of that Journey, however, we are committed to this critical work as we aspire to be an inclusive and equitable school system. We support in the words of Ibram X. Kendi HTBAAR

“...being anti-racist requires persistent self- awareness, constant self-criticism and regular self-examination.”

Racism in any form is not acceptable nor will it be tolerated in the ORCSD. Racism can take many forms including implicit bias, as well as personal, cultural and institutional racism.

The ORCSD is committed to being anti-racist by counteracting expressions of racism that may occur on District property or at any District event.

The ORCSD has identified steps to take that support anti-racism and to confront racism in all forms. They include, but are not limited to, the following:

1. Educate and teach about stereotyping. Stereotypes are destructive to and undermine the learning environment that ORCSD seeks to foster for all staff and students. Inform ORCSD students about stereotyping and the negative consequences and that by not intervening when stereotypes occur, one is complicit in the face of injustice.
2. Educate students that combatting racial bias involves more than inter-personal behavior. It involves recognizing, and working to change systems including, but not limited to banking, health care, education, food security and availability, and incarceration that perpetuate racial inequality.
3. Responding to the role racism has played and is playing, the District will teach the history of racism and its negative effects on society and the individual.
4. Expect that staff and students be role models against hate language, and speech in any form. All members of the ORCSD community are expected to intervene when witnessing discrimination in any form. If someone who sees or experiences discrimination is uncomfortable in the moment, they are encouraged to report the incident to someone in Authority.
5. Educate and remind all students and staff to think before you speak, words can hurt especially racially charged words. Educate about microaggression which is indirect, subtle or unintended language against marginalized groups. Microaggression is an act of racism.
6. In teaching, emphasize how culture and race enhance and enrich life. Across the District community, promote awareness of the contributions all people and cultures make to global citizenship.
7. Embracing hiring practices that recruit from diverse candidate groups. The District recognizes that this recruiting requires us to go beyond traditional/typical local postings to make working in Oyster River attractive to all candidates specifically including minority candidates.

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The ORCSD will use metrics which objectively measure equity in delivery of services, disciplinary action, and other relevant characteristics and report on these annually in the Annual Report of the District. The metric used will be the annual report to the Office of Civil Rights.

This policy will be reviewed every year that ends in an odd number to ensure that it is under continuous review.

Cross Reference:

ACA-R1 – Racism Definitions

ACA-R2 – Curriculum Review

ACA-R3 – Professional Development

AC – Non-Discrimination/Equal Opportunity

JICK – Bullying/Cyberbullying – Pupil Safety & Violence Prevention

JBAB & R - Transgender