

AMENDED RESOLUTION

A RESOLUTION OF THE BOARD OF ALUM ROCK SCHOOL DISTRICT CONDEMNING ALL DISCRIMINATION AND RACISM ENSURING AN INCLUSION SCHOOL ENVIRONMENT FOR ALL STUDENTS REGARDLESS OF RACE, SEXUAL ORIENTATION, IMMIGRATION STATUS AND OTHER PROTECTED CLASSES

Resolution #39-19/20

WHEREAS, the Alum Rock Union School District (ARUSD) desires to provide a physically and emotionally safe school environment that allows all students equal access and opportunities to the district's academic and educational support programs, services, and activities. The Board of Education prohibits, at any district school or school activity, racial discrimination, including discriminatory harassment, intimidation, and/or bullying of any student, based on actual or perceived characteristics of race or ethnicity, color, nationality, national origin, immigration status, ethnic group identification, age, religion, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or any other characteristic identified in Education Code 200 or 220, Penal Code 422.55, or Government Code 11135, or based on association with a person or group with one or more of these actual or perceived characteristics;

WHEREAS, we value and teach equity, diversity and inclusion. ARUSD elevates goals of equity, and we actively teach our students conflict resolution in order to communicate their own feelings regarding injustice and prejudice, and to be upstanding global citizens;

WHEREAS, we believe that silence and inaction in the face of injustice perpetuates bias and racism;

WHEREAS, recent events in the United States have reminded us that hundreds of years of prejudice, injustice, and inequality have been embedded into the very foundation of our country, including social structures and institutions;

WHEREAS, decades of civil rights legislation and education have not obliterated racism, and its breadth has a negative impact on the safety, health, and well-being of most of our district's students, families, and communities;

WHEREAS, it has been documented that the COVID-19 pandemic has taken an inequitable and disproportionate physical, mental, and financial toll on Black and Brown communities;

WHEREAS, the systemic inequities in our nation have again been exposed as we witness an extreme level of maltreatment, including the killing of Black and Brown individuals, by government entities that validates generations of Black and Brown voices expressing their concern and outrage about these incidents;

WHEREAS, recent national and global protests have arisen from a preponderance of inequity in Black and Brown communities that reflect an urgent desire for equal access to constitutional protections and rights for these individuals, their families, and communities;

WHEREAS, Black and Brown community members continue to report that they regularly experience racial profiling, hate incidents, and racial bias in all systems they encounter;

WHEREAS, we recognize that discrimination, bias, and racist incidents negatively affect the mental Health, and in turn academic outcomes, of Black and Brown students;

NOW, THEREFORE, BE IT RESOLVED, that the ARUSD Board stands firmly against bigotry, prejudice, discrimination and inequity in all forms, both institutional and individual;

As protests continue in our local community and beyond, the ARUSD Board wishes to re-affirm its commitment to the well-being and safety of our Black and Brown community;

1. ARUSD denounces discrimination, racism, and sentiments against Black and Brown people. We will not tolerate racist treatment of any members of our community, and we will speak out against racism and systemic oppression in our society to help stop the spread of bigotry.
2. ARUSD joins cities, counties, and states across the country in affirming its commitment to the safety and well-being of our Black and Brown communities and in combatting hate crimes and biases in our government systems.
3. ARUSD will increase its efforts to provide a safe and welcoming school environment for all students, working with the City of San Jose, the County of Santa Clara, community non-profits, and other government agencies.
4. ARUSD will confront any biases in our own school district and will actively engage in the challenging work of dismantling the problematic practices that are limiting the opportunities for our Black and Brown students.

Ayes _____ Noes _____ Absent _____ Abstain _____

Board of Trustees:

Ernesto Bejarano, President _____

Corina Herrera-Loera, Vice President _____

Andrés Quintero, Clerk _____

Linda Chavez, Member _____

Dolores Marquez-Frausto, Member _____

I HEREBY CERTIFY that the foregoing resolution was duly and regularly introduced, passed, and adopted by the members of the Board of Trustees of the Alum Rock Union Elementary School District at a public meeting of said Board held on June 11, 2020.

Hilaria Bauer, Ph.D., Superintendent

Date