

WEST BLOOMFIELD SCHOOL DISTRICT COUNTY OF OAKLAND, MICHIGAN

At a regular meeting of the Board of Education of the West Bloomfield School District, County of Oakland, Michigan (the "District"), held in the District on the 22nd day of June 2020, at 7:00 p.m., Local Time, via Zoom Webinar ID: 916 5155 3714.

Present: Members: Brickman, Sakwa, Elsen, Ferguson, Hersh
Finkelstein, and Beaty.

Absent: Members: _____

West Bloomfield Board of Education – Resolution to Change the System, Eradicate Racism and Create More Equitable and Inclusive Schools for All Children

WHEREAS, the West Bloomfield School District Board of Education stands firmly against all acts of individual and systemic racism; and

WHEREAS, we will openly talk, challenge and confront racism.

WHEREAS, there is a long history of racism, discrimination and segregation within our country, which has adversely impacted economic outcomes for many racial groups, specifically black citizens; and

WHEREAS, this history has had a lasting detrimental impact on the educational outcomes of Black students and others through curriculum, discipline and climate; and

WHEREAS, we wish to end injustices, inequity and violence and we unequivocally declare that Black lives matter and that an injustice to one is an injustice to all; and

WHEREAS, we believe that schools must play a vital role in dismantling systems that have marginalized students, staff and families of color.

WHEREAS, we believe that educators are life-long learners and should be provided the necessary resources to facilitate discussions of race and racism, to help students understand our full history and our collective humanity.

WHEREAS, the Board acknowledges that our students district-wide are a diverse body of which 36% of our students identify as Black; 7% Asian, 4% Hispanic, 5% identify as two or more ethnicities, 48% White, including 35% economically disadvantaged students,* all with diverse experiences; and

WHEREAS, the Board acknowledges a lack of diversity in our educational staff and believe that a diverse staff representative of our student population would benefit our students, district and community.

WHEREAS, the Board would like to implement strong actions through policy and develop a vigorous "Equity Statement" recognizing all students who are entrusted in our care;

WHEREAS, as a School Board and District we value each and every student, family and staff member and are committed to creating an equitable and antiracist system that honors and elevates all.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the West Bloomfield School District as we re-emphasize the importance of our district BELIEF statement, specifically that we believe all children can and will learn; that equity and access to rigorous curriculum is every student's right; that diversity is one of our strengths; and that building strong relationships increases trust and positively impacts learning.

1. The Board charges the Diversity, Equity and Inclusion Committee to create opportunities to openly talk, challenge and confront racism and inequities.
2. The Board charges the Superintendent and the Diversity, Equity and Inclusion Committee to create a district "Equity Statement" for Board adoption in order to eliminate the effects of racism and inequities on our marginalized students and staff.
3. The Board charges the Superintendent and the Diversity, Equity and Inclusion Committee to identify policy updates and/or recommend additional policies to end inequity and injustices within our school district.
4. The Board charges the Superintendent, the Teaching and Learning Team, Curriculum Council and Building Teams to explore integrating additional content and resources that are racially and culturally relevant, into curriculum, classrooms and within all school buildings.
5. The Board and School District commit to creating real partnerships with families and communities to help students achieve their full potential and succeed.
6. The Board charges the Superintendent and School Leadership to increase diversity in our high achieving classes and programs.
7. The Board directs the district to recognize and honor Indigenous Peoples contributions and the impact that history has had on their heritage within our curriculum.
8. The Board charges the Superintendent to implement bias awareness and antiracist training districtwide and create learning spaces that encourage open discussions around race and racism.

9. The Board requires that all reports of discriminatory language, attitudes, behaviors, and action are responded to following our district Code of Conduct and Policies, and we commit to educating students and staff, through restorative practices, on the impact of their actions and seeing to their full understanding of the harm they have committed.
10. We recognize the importance that students of all ages are able to talk about bias, race and the impacts of racism, and commit to implement antiracist programs beginning at elementary school.
11. The Board charges the Superintendent and Talent, Development and Management to increase the diversity of our staff district wide.

BE IT FURTHER RESOLVED, that the Board commits to its own work as individuals and our collective work governing the district, to become equitable and antiracist in behaviors, actions, and policies. We are committed to changing the system and will integrate this resolution in the annual district goals.

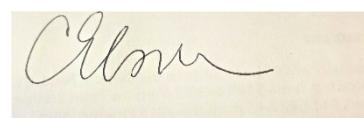
*Data Reference MiSchoolData.com

Resolved this 22nd day of June, 2020.

Ayes: Members Brickman, Sakwa, Elsen, Ferguson, Hersh
Finkelstein, and Beaty.

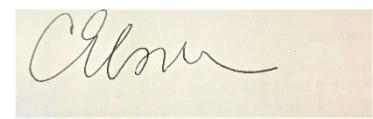
Nays: Members _____

Resolution declared adopted.



Cristina Elsen
Secretary, Board of Education

The undersigned, duly qualified Secretary of the West Bloomfield School District Board of Education, Oakland County, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by said Board of Education at its regular meeting held on June 22, 2020, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the "Open Meetings Act" (1976 PA 267, as mended).



Cristina Elsen
Secretary, Board of Education