

## **Resolution supporting the development of an anti-racist school climate by the Board of Directors of the School District of Haverford Township**

**WHEREAS**, we are deeply saddened and outraged by the recent killing of George Floyd and violence against black men and women. The subsequent protests have shined a spotlight on the harmful effects of racism and inequality. Furthermore, the public response has highlighted the racial trauma that our black students, families, staff, and communities have not only endured for centuries but continue to face today.

**WHEREAS**, we must recognize that racism and hate have no place in our schools and society. However, we must understand that racism is systemic, and it is unconsciously and consciously rooted into our institutions, policies, and practices. Consequently, we acknowledge that we must look at our own school policies and practices through an anti-racist and equity lens to address traces of racism and inequity that still exist within our own school community.

**WHEREAS**, we must center 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 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 students, families, and communities, as well as understand our role in perpetuating such inequity. Through continuous professional development and opportunities for honest dialogue and listening sessions, 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 supports needed to thrive.

**WHEREAS**, we must advocate to advance civil rights and cultivate an anti-racist school climate necessary to meet the needs of ALL students in our care. Our students, no matter their race, ethnicity, religion, gender, sexual orientation, socioeconomic status, language ability, disability, and other identities, deserve to feel safe, to feel seen, and to feel affirmed.

**NOW, THEREFORE BE IT RESOLVED** that the Haverford Township School Board, unequivocally stand firm in our collective responsibility to foster an 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 Haverford Township School Board commits to the following action steps:

**Develop concrete action plan aligned to support the strategic goal on Diversity and Inclusion.** The School District of Haverford Township (SDHT) is committed to establishing a culturally diverse and inclusive educational experience that develops socio-cultural proficiency. The strategic goal will have 4 focus areas; curriculum, diversity of staff, professional development, and analyzing data through an equity lens.

**Development of School District of Haverford Township District-Wide Equity Leadership Teams.** SDHT Equity Leadership teams will be responsible for developing ideas and strategies to submit to SDHT administration and Board of Directors around equity. In accordance to the Educational Equity Plan for Pennsylvania Schools, the Leadership Teams would place focus on examining student data (e.g., achievement, attendance, and behavior indicators) and opportunity indicators. Focus would also be placed on ways to value diversity in all school settings.

**Development of SDHT District-Wide Parent and Guardian Equity Team.** This Equity Team will be comprised of parent volunteers who share a commitment to creating an equitable and inclusive educational environment for all students and families. This Equity Team will allow parents to provide feedback and ideas on ways to build upon current SDHT strengths while providing feedback and input for areas of improvement.

Adopted this 23<sup>rd</sup> day of July, 2020.

Signed,

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Board President

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Board Secretary