

Statement Condemning Racism, Discrimination and Social Injustice in the Unionville-Chadds Ford School District

The Unionville-Chadds Ford School District opposes racism, discrimination, and social injustice in all of its forms. It is through the lens of our shared mission, “To empower each student to succeed in life and contribute to society” that we will grapple with, address, and improve anything that hampers a culture of inclusion and belonging or adversely affects the educational experience of students.

We stand in solidarity with our Black community as well as indigenous and people of color as they have shared with us painful experiences as a result of their race. We have listened and will continue to affirm the witnessed stories of our students, alumni, staff, and faculty. We have heard sobering and powerful accounts of bias and the obstacles many in our community have overcome to succeed. We recognize that every person—staff, parent, child—at UCFSD experiences privilege and oppression differently. We recognize that bias exists for racial/ethnic culture, language, gender expression, sexual orientation, family structure, mental or physical ability, economic class, and religion in our district and in society.

It is our duty as an institution of education to provide an inclusive and safe space for every member of our community. We believe in educational equity and value instruction and supports that expand the possibilities of growth, achievement, and potential for all students. We appreciate the diversity of people, experiences, and ideas in our district as it enriches the school experience, leads to better educational outcomes, and creates a stronger community. We acknowledge that racism and hate have no place in our schools. We apologize for the impact of hurtful or harmful experiences that may have occurred in our district in the past. We are inspired by the energy of the community to work together toward racial equity across our district, the broader community, and the world. UCFSD is committed to taking a proactive approach to recognizing, naming, and eliminating biases and racism in our environment. We will strive to change, improve, and evolve for current and future generations.

We are committed to the following actions:

- Form an Equity Council comprised of students, faculty, staff, and parents to develop appropriate recommendations and the associated actions. The Equity Council will present a public report to the Board annually, including progress updates on the committed action items in this statement.

- Join the Delaware Valley Consortium for Excellence and Equity to guide us in eliminating achievement and attainment disparities defined by race/ethnicity, economics, gender, or (dis)ability.
- Actively recruit and retain administrators and educators of color and regularly review our district's hiring practices.
- Perform systematic and regular curriculum reviews with an explicit focus on accuracy, inclusion, and portrayal of historically underrepresented or marginalized groups.
- Engage students, faculty, staff, families, and the community in continued exploration and learning around equity issues via readings, speakers, conversations, and professional development. These activities will highlight the voices and experiences of black, indigenous, people of color, and other marginalized groups.
- Review and amend current district policy, processes, and protocols for reporting racist or discriminatory behaviors to ensure that they are accessible, supportive, and effective.
- Develop an ongoing and annual Board Goal(s) that focuses on equity issues in order to remain focused and responsive to changing or developing issues in our district.
- Commit to additional actions as identified by the Equity Council and the other the initiatives mentioned above.