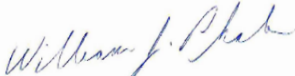
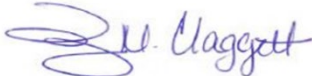


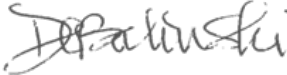



## Anti-Racism Resolution of the Board of Education of Calvert County Public Schools


- Whereas, the Calvert County Board of Education is outraged by the recent deaths of George Floyd, Ahmaud Arbery, and Breonna Taylor, as well as countless other African Americans who have lost their lives as a result of racism and police brutality that persist in our country; and
- Whereas, the Calvert County Board of Education acknowledges racism exists in our school community, and we expressly denounce racism, bullying, discrimination, white supremacy, hate, and racial inequity in any form within our school community; and
- Whereas, racism has no place in our schools, we must protect the constitutional rights of each person who attends or works in our district; and
- Whereas, the Calvert County Board of Education will not tolerate the values, structures, and behaviors that perpetuate systemic racism; and
- Whereas, policies, practices, and procedures that produce equitable outcomes for students of color and marginalized groups will be adopted and maintained; and
- Whereas, it is time to listen to, learn from, and speak up for those who have endured discrimination and intolerance. Every member of the district, individually and collectively, is responsible for creating and nurturing a safe, anti-racist learning environment where each student and staff member is respected and valued for who they are, regardless of skin color; and
- Whereas, curriculum and instructional materials for all grades shall reflect cultural and racial diversity and include a range of perspectives and experiences, particularly those of historically underrepresented groups of color; and
- Whereas, all district staff, administrators, teachers, and support staff shall be trained on implicit bias, racism, and about how racism produces inequitable practices and outcomes; and
- Whereas, a racially diverse and inclusive workforce is achieved by identifying and removing bias interrupters used during the hiring process; and
- Whereas, discipline processes to increase racial disparities in discipline and suspension for students of color and marginalized groups shall be eliminated; now, therefore, be it
- Resolved, that the Members of the Board of Education of Calvert County affirm our obligation to require a safe, anti-racist, and inclusive educational environment where each student and staff member is treated with respect and dignity regardless of the color of their skin. We further acknowledge it is the responsibility of the Superintendent of Calvert County Public Schools to uphold the commitment to eliminate bias, racism, and inequities from our system.

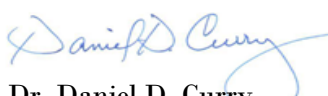
  
William J. Phalen, Sr., President

  
Inez N. Claggett, V. President

  
Dawn C. Balinski, Member

  
Pamela L. Cousins, Member

  
Tracy H. McGuire, Member

  
Dr. Daniel D. Curry  
Secretary-Treasurer and  
Superintendent of Schools