

RESOLUTION #2021-01
DENOUNCING RACISM AND RACIAL DISCRIMINATION, AND SUPPORTING
BLACK STUDENTS AND ALL STUDENTS OF COLOR

WHEREAS, the Fremont Union High School District (“FUHSD” or “District”) is committed to maintaining a safe and positive school environment where all students, staff, parents/guardians and community members are treated equally, with respect and dignity;

WHEREAS, the FUHSD believes that equity requires a commitment to hold high expectations for all students and to allocate resources including time, money, and expertise, in a manner that ensures the success of each and every FUHSD student;

WHEREAS, the FUHSD believes that inclusion among the District’s community of students, staff, parents/guardians, and community members is integral to the success of the District’s vision, mission, and goals;

WHEREAS, the FUHSD prohibits unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics;

WHEREAS, the recent killings of George Floyd, Breonna Taylor, Ahmaud Arbery and too many other Black Americans to list, remind us of the persistent racism and social injustice in our society;

WHEREAS, America’s Black communities have suffered from the effects of institutional and individual racism, including acts of discrimination, hate crimes, and microaggressions;

WHEREAS, the FUHSD believes that silence and inaction only serve to perpetuate such injustice, bias, and racism and the FUHSD stands with Black communities to combat all forms of racism, both institutional and individual;

WHEREAS, the FUHSD remains committed to fostering systems and communities anchored in equity, dignity, love, compassion, kindness, inclusivity and trust;

WHEREAS, the FUHSD affirms its commitment to ensuring the safety, positive mental health, well-being, and high academic achievement of its Black students by working with community members to address the traumas caused by systemic racism;

WHEREAS, the FUHSD expects District and school site leaders to continuously examine the District’s policies and practices in light of the District’s beliefs and commitments and to work together to deploy resources and create conditions under which each school, each staff member, and each and every student will have the opportunity to achieve at high levels; and

WHEREAS, the District desires to improve the public education experience for its Black students, and by doing so, all students of color, by recognizing and confronting all forms of racism and social injustice.

NOW THEREFORE, BE IT RESOLVED that, to meet the FUHSD’s beliefs and commitments, the District will implement the following actions:

- Create a platform for Black students and students of color to share their voices and experiences in an effort to better educate the District and its community regarding systemic racism and social injustice;
- Engage District staff and the broader community in learning about effective anti-racist practices;
- Continue to denounce and combat incidents of racism and hate that occur in District schools;
- Invest in recruitment and retention strategies to diversify the District’s workforce; and
- Examine and reinforce curriculum and professional development with anti-racist and implicit bias education.

BE IT FURTHER RESOLVED, the FUHSD stands with its Black students, staff, families and community and vows to reflect upon its policies, values, and goals to ensure its commitments to all.

BE IT FURTHER RESOLVED, the FUHSD vows to make decisions with a deliberate awareness of historic and systemic impediments to learning faced by students of color and/or diverse cultural, linguistic or socio-economic backgrounds.

PASSED AND ADOPTED by the Board of Trustees of the Fremont Union High School District, Sunnyvale, California at a public meeting thereof duly called and held on July 7, 2020, by the following vote:

AYES: _____
NAYS: _____
ABSENT: _____
ABSTAIN: _____

I, Jeff Moe, Board President of the Board of Trustees of the Fremont Union High School District, do hereby certify that the foregoing is a full and correct copy of a Resolution adopted by the Board at a duly called and conducted meeting held on July 7, 2020.

ATTEST:

Jeff Moe
President, Board of Trustees

Polly M. Bove
Secretary of the Board of Trustees