



BEFORE THE BOARD OF EDUCATION OF THE LOMPOC UNIFIED SCHOOL  
DISTRICT OF SANTA BARBARA COUNTY, CALIFORNIA

(In the Matter of Support of the Declaration) of being an ANTI-RACIST INSTITUTION

RESOLUTION

A RESOLUTION of the Board of Education of the Lompoc Unified School District declaring Lompoc Unified School District to be an anti-racist institution.

WHEREAS, throughout our nation's history and still pervasive today, institutional and structural racism and injustices have led to deepening racial disparities across all sectors of society and have had a lasting negative consequence for our communities, cities, and nation; and

WHEREAS, Lompoc Unified School District Board of Education acknowledges the impact of racism on the academic outcomes and social-emotional wellbeing of students. Accordingly, we believe that we—individually and collectively—must empower student success by ensuring that all learning environments are safe, inclusive, innovative, and equitable for every person, regardless of their race, class, national origin, ethnicity, linguistic background, ability, gender, sexual orientation, and religion; and

WHEREAS, we will continue to take a stand against racism and discrimination in all forms, and our District is committed to evaluating and dismantling practices and policies that lead to disproportionate outcomes for students according to race; and WHEREAS, we recognize that education is intended to highlight, uplift and affirm the rich history and contributions of each member of the community; to cultivate in students a sense of pride, selfworth, and self-love; to engage, educate and empower; and to develop a widespread acknowledgement and appreciation for the contributions of people to our community; and

WHEREAS, addressing the needs of the most marginalized learners requires recognition of the inherent value of diversity and acknowledgement that educational excellence requires a commitment to equity and the opportunities provided to students and the resulting outcomes using a Multi-Tier System of Support for academic and social emotional interventions and supports; and

WHEREAS, our classrooms are an ideal environment to provide racially and culturally relevant curriculum resources, and we will keep this in the forefront as we continue to review our District's curriculum and course offerings, and

WHEREAS, the Board is committed to providing high quality professional learning for teachers and staff, including supporting and expanding ongoing work with cultural proficiency and anti-bias training to cultivate a culture of trust; and

WHEREAS, Lompoc Unified School District values the diversity of our workforce and is committed to anti-racism leadership and inclusive, collaborative working environments where each person is treated with respect and dignity;

WHEREAS, the Board recognizes that our District would benefit from having a racially and ethnically diverse staff that is representative of our student populations; that the presence of diversity and equity, influences the culture of our schools, and increases role models and mentors for our students; and

NOW, THEREFORE, BE IT RESOLVED, that the Lompoc Unified School District Board of Education vows to reflect upon its policies, practices, values, goals, and mission to ensure its commitment to all students, staff, families, and community; and

BE IT FURTHER RESOLVED, that Lompoc Unified School District will examine and confront biases in our own school District and actively engage with students, staff, and families to address practices, policies, and institutional barriers that negatively influence learning, perpetuate achievement gaps, and impede equal access to opportunities for all students in order to eradicate institutional bias of any kind, including implicit and unintentional biases, to eliminate disparities in educational outcomes for students from historically underserved and under-represented populations; and

BE IT FURTHER RESOLVED, that Lompoc Unified School District will seek to better align resources to meet the diverse and dynamic needs of all students, staff, and families; and

BE IT FURTHER RESOLVED, that Lompoc Unified School District vows to make decisions with a deliberate lens on equity and inclusions for every person regardless of their race, class, national origin, ethnicity, linguistic background, ability, gender, sexual orientation, and religion in order to nurture and cultivate the intellect, ethics, and leadership of our students to ensure academic excellence in a culturally proficient environment where students, staff, and families feel empowered, supported, and connected.

ADOPTED this 13th day of October 2020

AYES: \_\_\_\_\_ NOES: \_\_\_\_\_ ABSENT: \_\_\_\_\_

\_\_\_\_\_  
Stephen C. Straight, President

\_\_\_\_\_  
Trevor McDonald, Superintendent