



School Board Commitment to Equity and Anti-Racism

WHEREAS, as school board members we are committed to actively interrupting systemic racism and eliminating inequities in our education system and therefore are compelled to speak out and take action;

WHEREAS, systemic racism leads to the creation of systems, structures and behaviors that perpetuate harm to students, families, and staff of color and their families, both through explicit racist actions as well as unconscious bias;

WHEREAS, our community and nation's future requires that systemic racism be dismantled, to promote racial equity, and ensure ALL children and families are able to thrive;

WHEREAS, public education is a key lever for creating an anti-racist society and democracy;

WHEREAS, our district is committed to promoting racial equity and developing culturally relevant learning environments within and across our schools, in conversation and partnership with students, families, staff, and community stakeholders;

WHEREAS, in moving from conversations to planning to action, our district is committed to drawing on the perspective and feedback from the collection of racially diverse voices received through the Strategic Plan for Racial Equity Transformation process;

WHEREAS, as a school board and district we value each and every student, family, and staff member and are committed to creating an equitable and anti-racist school system that honors and elevates all;

WHEREAS, we recognize that the experiences and outcomes in our district are not consistent for historically underserved and marginalized groups, including Black, Indigenous, and People of Color; those experiencing poverty, homelessness, or foster/kinship care; students who identify as LGBTQIA+; those with disabilities;



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students receiving special education instruction; and immigrant and emergent bilingual students.

NOW, THEREFORE BE IT RESOLVED, by the School Board of St. Louis Park Public Schools that:

1. The St. Louis Park Public Schools Board of Directors commits to its own work as individuals and our collective work overseeing the district in continuing to become equitable and anti-racist in policies, beliefs and actions;
2. The St. Louis Park Public Schools Board of Directors commits to working with our local governmental agencies and community to strengthen the collective work of creating an inclusive school community for our students, families and staff. This specifically includes, but is not limited to, participation in School Board/City Council joint meetings, representation on the St. Louis Park Human Rights Commission, engagement in the St. Louis Park Racial Equity Community Partners convenings, partnership with the St. Louis Park Emergency Program, and collaboration with stakeholders and local law enforcement regarding the use of School Resource Officers.; and
3. The St. Louis Park Public Schools Board of Directors will identify concrete actions that must be taken to advance this work and continue to ensure that the voices of all stakeholders are elevated in decision-making processes.

LET IT FURTHER BE RESOLVED, that the St. Louis Park Public Schools Board of Directors shall take specific action to revise its policies to reflect this focus on equity and anti-racism:

1. The St. Louis Park Public Schools Board of Directors commits to supporting the superintendent in the development of goals prior to the commencement of the 2020-21 school year, which will govern the superintendent's work and clearly delineate the expectations on actions the superintendent shall not fail to do to advance equity and anti-racism.
2. The St. Louis Park Public Schools Board of Directors commits to reviewing and revising policies over the course of the 2020-21 school year, adopting revisions to each as necessary to ensure a focus on equity and anti-racism.
3. The St. Louis Park Public Schools Board of Directors commits to the development of a racial equity policy.



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4. The St. Louis Park Public Schools Board of Directors commits to reviewing and revising board meeting topics and practices over the course of the 2020-21 school year, adopting revisions to each as necessary to ensure a focus on equity and anti-racism.
5. The St. Louis Park Public Schools Board of Directors commits to supporting the Strategic Plan for Racial Equity Transformation that is inclusive of the racially diverse perspective of our stakeholders and that ensures a focus on equity and anti-racism.
6. The St. Louis Park Public Schools Board of Directors commits to holding these resolutions at the center when reviewing and approving the district budget to ensure adequate funding to support this work.