

School Board Member _____ introduced the following Resolution and moved its adoption:

**RESOLUTION SUPPORTING RACIAL EQUITY
AND THAT BLACK LIVES MATTER**

WHEREAS, South Washington County Schools racial equity mission is to provide each student with a welcoming, respectful and inclusive environment for learning and success;

WHEREAS, the ongoing social justice issues across our country, including the killing of George Floyd, have had a profound impact on our students, staff, administrators, school board and families of South Washington County Schools;

WHEREAS, as leaders in South Washington County Schools, we choose to speak out in response to the recent national and local events that have called attention to racist attitudes, racist actions, societal race-based disparities, and other forms of systemic and institutional racism that have persisted for centuries;

WHEREAS, this unique and historic moment in our country's evolution presents an opportunity and a challenge for all of us to be part of creating a better educational community for Black, Indigenous, and people of color (BIPOC);

WHEREAS, students, staff members, and families of South Washington County Schools have shared specific instances of racial discrimination, bias, and unequal treatment in our schools and have also shared the profound impact that those instances have had on their lives;

WHEREAS, we have personally witnessed varying attitudes about race in our own community;

WHEREAS, we are responsible for nurturing anti-racist learning environments where all students, staff, administrators, school board and families are respected and valued for who they are regardless of culture, race, or ethnicity;

WHEREAS, we resolutely stand, and will speak out, against all hate, bias, racism, and crimes of violence;

WHEREAS, the School Board and the Administration are committed to ensuring that each student is supported, encouraged and academically challenged by the staff at school regardless of culture, race, or ethnicity;

WHEREAS, the School Board and the Administration are committed to ensuring that the school a student attends will not be the predictor of their school success;

WHEREAS, the School Board and the Administration are committed to constantly examining the District's policies and practices in order to remove obstacles and barriers that may contribute to systemic inequities; and

WHEREAS, the intent of this resolution is (1) to declare that the lives of our Black, Indigenous and students, staff and community members of color matter, (2) to publicly commit to accelerate our efforts around diversity, inclusion, and racial equity and (3) to adopt government speech in furtherance of these objectives.

NOW, THEREFORE, BE IT RESOLVED, by the School Board of Independent School District No. 833, South Washington County Schools, as follows:

1. We believe that Black lives matter.
2. We condemn all forms of bullying and unlawful discrimination.
3. We condemn hate speech and systematic racism directed at Black, Indigenous and people of color.
4. We condemn all manifestations and expressions of racism, xenophobia, discrimination, and ethnic or racial intolerance.
5. We believe that an accurate understanding of the past is necessary in order to build a successful vision of the future that works for each student. We cannot value Black and Indigenous lives without teaching their history, recognizing the contributions of Black and Indigenous leaders, and celebrating the sacrifices and achievements that were necessary to move us closer to the fulfillment of America's promise of justice and equality for all. We authorize the Superintendent to create a curriculum review process that incorporates accurate portrayals of Black, Indigenous and people of color. (Policies 603 & 616)
6. We authorize and direct the Superintendent to foster a culture of anti-racism and to take all legal steps necessary to further racial equity within our schools, departments, and buildings through the creation of a racial equity plan for the academic achievement and mental/emotional well-being of each student.
7. We authorize and direct the Superintendent or designee to provide professional development opportunities for staff that focus on combatting systemic and institutional racism and further develop the attitudes, skills, and beliefs that are necessary to support each student and their families.
8. We commit to fostering a school environment that promotes respect for and curiosity about all cultures, and that affirms equal humanity of all our students, staff members, families, and community members.
9. We adopt the following messages as official government speech: "We Believe Black Lives Matter." "Stand Up, Stand Strong, Stand Proud." We authorize the Superintendent to promote this government speech across the District and to

approve additional messaging, signage, and visuals that are consistent with this government speech and that further the objectives of this Resolution.

10. We commit to ensuring that student achievement will not fall into predictable patterns identified by culture, race, or ethnicity, and to ensuring that each student will have access to personalized learning opportunities that honor the student's unique background and culture to promote a sense of belonging.
11. We will seek to amplify diverse perspectives in support of students of color, their families, and educators. We will not only listen to their concerns and aspirations, but also pledge to leverage those concerns and aspirations to inform our decisions.
12. We authorize the Superintendent to create a process that integrates equity into all district decision-making, school board policy review and adoption processes, including an annual review of policy 102.1 Diversity, Equity and Inclusion.

The motion for the adoption of this Resolution was duly seconded by School Board Member _____ and upon a vote being taken thereon, the following voted in favor of the Resolution:

And the following voted against the Resolution:

Whereupon this Resolution was declared duly passed and adopted.