

Riverdale School District, 51J

Resolution 20-01

A Resolution Of The Riverdale School Board Of Directors Condemning Racism And Committing To Being An Anti-Racist School District

WHEREAS, members of the Riverdale School Board, as well as the Riverdale School District staff, are saddened and outraged by recent events that demonstrate the prejudice and injustice that persists in our country;

WHEREAS, racism and hate have no place in our schools or our society, and we must protect the Constitutional rights of every person who lives, works and learns in our community;

WHEREAS, we cannot be silent. We urgently must act to stop the racial injustice that harms and anguishes people of color and Black students in particular, who are our family, friends, neighbors, students, staff members and fellow community members;

WHEREAS, systemic racism and racial oppression have long led to physical, political, legal, economic, and environmental harm on people of color in the United States and Oregon, specifically;

WHEREAS, we must lead. Each of us, individually and collectively, is responsible for creating and nurturing an anti-racist learning environment where every child is respected and valued for who they are, regardless of their skin color. We must actively acknowledge, address and prevent racial bias;

WHEREAS, students, parents, and community members in our district have consistently reported experiencing and witnessing racism and hate speech in our schools;

WHEREAS, the Riverdale School District must continue to improve our educational equity through support of existing initiatives including operationalizing and implementing a restorative justice framework and establishing an Equity Team in each school building, we recognize we must actively and urgently strengthen our focus and efforts to combat racism and proactively teach and respond through anti-racism curriculum and actions K-12. Our student voices are heard loudly. We can and will do better.

Now, therefore be it resolved on this 10th day of August 2020, by the Board of the Riverdale School District, that, the district condemns racism, racial violence, white supremacy, hate speech, and bigotry in all forms inside and outside of our schools and community, and stand steadfast in our commitment to foster an inclusive educational environment where every student, staff member, parent and community member is treated with dignity and respect, as well as our commitment to continue fighting for racial justice and human and civil rights for all, and

1. The district commits to developing an Equity Policy during the 2020-2021 school year and implementing this policy, and
2. The district will work to be actively anti-racist and dismantle systemic racism and implicit bias in our schools and empower people of color, and
3. The district affirms the importance of culturally responsive practices, literature, curriculum and assignments that represent the diversity of our world, and that accurately honor the experience and contributions of historically marginalized communities, and we acknowledge our current curriculum does not achieve this yet; we commit to developing and using an equity lens for all future curriculum adoptions and course development; and,
4. The district commits to continuing to require schools to track and report racist incidents in our schools in a way that both complies with privacy laws and increases transparency, and
5. The district commits to dedicating time in schools for professional development, culturally responsive training, book studies, for celebrations of diversity on behalf of people of color, for critical conversations among staff and with students, and establishing community partnerships to support this work, and
6. The district believes that having a diverse faculty and staff reflective of the demographics of the community, country and world, provides significant value to students of color and all students and adults, and will commit to put practices in place that will lead to a more diverse workforce.

ADOPTED this 10th day of August, 2020

Carrie Banks, Board Chair

Joanna Tobin, Superintendent