



*Adventurous Thinkers • Collaborative Learners • Kind Hearted Leaders*

## **Resolution on Commitment to Black Students and Black Lives**

**WHEREAS**, on May 25, 2020, George Floyd, a Black resident of Minneapolis, Minnesota, died after the use of unnecessary and illegal excessive force by a police officer while Mr. Floyd was handcuffed and lying face down; and

**WHEREAS**, throughout the century in every state of the United States of America, the continued loss of Black lives, far too many to list here, to acts of racism calls upon our resolve to work for change; and

**WHEREAS**, throughout our nation's history, institutional and structural racism and injustice have led to deepening racial disparities across all sectors of society and have lasting negative consequences for our communities and nation; and

**WHEREAS**, Black community members continue to experience microaggressions, racial profiling, hate incidents, and racial bias in all systems they encounter;

**WHEREAS**, stating that Black Lives Matter does not negate our commitment to all members of our community, but rather elevates Black people, who have historically been oppressed by our society, and affirming that their lives, specifically, matter; and

**WHEREAS**, we recognize that discrimination, bias, and racist incidents against Black and Indigenous People of Color (BIPOC) students harm them mentally, physically, and academically; and contribute to the to school to prison pipeline.

**WHEREAS**, we believe that silence and inaction perpetuate injustice, bias, and racism and that school districts contribute to systemic racism.

**WHEREAS**, Creighton Elementary School District has a shared core value of equity. In Creighton Elementary School District, we celebrate our diversity and will provide the necessary resources and supports to eliminate barriers to success and foster a more equitable future for all our students; and

**WHEREAS**, as a public school district, it is our solemn duty to drive the limitless growth potential of human beings, with a charge to guide our youth to find and achieve their purpose with a belief that every human being deserves to live with dignity, safety, and liberty; and

**WHEREAS**, Creighton Elementary School District administration and employees take responsibility for actions, decisions, and statements that impact the education community and the public; and

**WHEREAS**, the Board recognizes that, across the nation, disparities between the achievement of other students and that of Black students persist, even though these students have the same academic potential and all bring unique, valuable perspectives and experiences to our classrooms;

**WHEREAS**, today, across the nation, Black students continue to experience inequity of access to learning and are disproportionately overrepresented in discipline statistics and special education programming while being underrepresented in rigorous classes and gifted and Advanced Placement; and

**WHEREAS**, the Board recognizes that general education research and practice have created a picture that overemphasizes the deficits of Black children, their families and community instead of celebrating them for the unique gifts they bring with them into schools and providing them the opportunity to access more rigorous grade level classes and materials; and

**THEREFORE BE IT RESOLVED THAT** the Creighton School District declares that the lives of Black students and our Black community members including parents, teachers and staff matter.

**THEREFORE BE IT RESOLVED THAT** this Creighton School District and Governing Board will confront the biases in our own school district by mandating annual racial bias training for all employees and actively engage in the challenging work of dismantling problematic practices such as our discipline policies that are limiting opportunities for our BIPOC students through restorative justice practices, implicit bias training, trauma-informed practices; and an education that teaches the experiences, honors the history, and highlights the contributions of Black people; and resources that foster dialogue around the guiding principles of Black Lives Matter; and

**THEREFORE BE IT RESOLVED THAT** the Creighton School District agrees to listen and respond to the voices of our community with meaningful actions, seeking to resolve inequities, misunderstanding and mistrust; and

**THEREFORE BE IT RESOLVED THAT** the Creighton School District denounces discrimination and racism against BIPOC. We will not tolerate systemic racism or oppression or racist treatment of any members of our community, and we will confront racism and systemic oppression; and


**THEREFORE BE IT RESOLVED THAT** the Creighton School District will increase its efforts to provide a safe and welcoming school environment for all students, by supporting the work of the Equity Task Force (which will include appropriate representation from BIPOC community members) and by working with municipalities, community non-profits, and other government agencies; and


**THEREFORE BE IT RESOLVED THAT** the Creighton School District Governing Board directs the Superintendent to administer anti-racism training for all employees of the district as a part of professional development prior to the beginning of each school year; and

**THEREFORE BE IT RESOLVED THAT** the Creighton School District will make every effort to diversify school libraries and examine curriculum purchases with an equity lens; and

**THEREFORE BE IT RESOLVED THAT**, the Creighton School District Governing Board directs the Superintendent to create a new policy outlining anti-racism measures before the start of the next school year. This policy should include recommendations and input from the Equity Task Force. The policy should address discipline data, policies, regulations and practices, academic achievement, the diversity of our curriculum, hiring data, hiring practices and dress code of the Creighton School District.

Adopted this 15<sup>th</sup> day of September 2020, the Governing Board voted at a duly called meeting at which a quorum was present with 5 ayes, 0 nays, 0 abstained from the above Resolution.

  
Jeanne Casteen  
Board President

  
Angel Campos  
Board Clerk