

**RESOLUTION NO. 202324-2  
COMMITMENT TO EQUITY AND ANTIRACISM**

**WHEREAS** white supremacy is the upholding of white people as a superior race and systematically excluding other communities based on their ancestry, religious beliefs and/or country of origin, including those of Jewish and Islamic heritage, from services and opportunities such as housing, education, and migration; and white supremacy has no place in our schools or in our boardroom; and

**WHEREAS** an antiracist is a person who, by their beliefs and actions, supports, and advocates for ideas and policies to dismantle oppressive structures and promote racial equality; and

**WHEREAS** it is a cherished asset that the Salem-Keizer Public Schools community is full of people with traditions from all over the world as well as the traditions held right here upon the land we live, through the Kalapuya, Confederated Tribes of Grand Ronde, and Confederated Tribes of Siletz Indians; and

**WHEREAS** our students' diverse learning needs, cultural values and identities are an integral part of the learning community; and

**WHEREAS** we must create systems that are inclusive and celebrate our students' learning assets, and speaking a language other than English is an asset to our community; and

**WHEREAS** we collectively acknowledge that racism is real and is a threat to students' and employees' physical and psychological well-being; and the systems of structural racism have historically oppressed Black and African American, Latino/a/x, Asian, Pacific Islander, Native American and Indigenous students; and

**WHEREAS** every student must feel safe, welcome, and fully included in their school community; and when students are alienated from their school communities and experience bias and discrimination, they are inherently less safe psychologically, emotionally, and physically and it hinders their ability to learn and grow; and we must build inclusive environments that empower students and employees to thrive; and

**WHEREAS** community engagement and involvement are paramount to achieving equity; and we will engage with respect, authentically listen, and have the courage to share decision-making, control, and resources; and

**WHEREAS** we must directly address the overrepresentation of students of color in special education and the underrepresentation of students of color in talented and gifted and college-prep programs; and

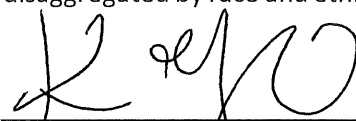
**WHEREAS** we know that students of color are overrepresented in suspensions and expulsions in our schools, starting at middle school, and this impacts their ability to stay meaningfully engaged and graduate successfully; and

**WHEREAS** hiring and retaining a workforce that reflects the diversity of the community we serve is an antiracist action, and we commit to ensuring this occurs; and

**WHEREAS** being antiracist means looking deeply at systems, policies, and curricula that oppress our diverse populations; and it involves making real changes so that we change biased, yet predictable outcomes related to disproportionate discipline, achievement rates, and the school-to-prison pipeline;

**NOW, THEREFORE, BE IT RESOLVED** Salem-Keizer Public Schools commits to being antiracist, knowing we must continually work to do better by developing knowledge and bystander intervention will and skill; and we commit to routinely interrupt systems of oppression on behalf of the students and staff in Salem-Keizer Public Schools and in our community; and

**BE IT FURTHER RESOLVED** Salem-Keizer Public Schools Board of Directors commits to support the district's efforts to build a restorative model for discipline, to monitor discipline data and our key performance indicators disaggregated by race and ethnicity, and to develop a system for monitoring the diversification of our workforce.

  
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Karina Guzmán Ortiz, Chairperson,  
Board of Directors, Salem-Keizer Public Schools

09/12/2023  
Date