

WHEREAS, these bills are a threat to professional educators that stymies their efforts to address the diverse needs of **ALL** students

WHEREAS, the legislation would have a chilling effect on dialogue and inject fear and instability into a system of public education that is already under-funded, under-staffed and under tremendous strain

WHEREAS, these bills seek to place fear in teachers so they reconsider culturally responsive lessons and think twice about providing each child with what is in their best educational interests

WHEREAS, educators and districts will be penalized for non-compliance with the provisions of these bills

WHEREAS, these bills will discourage careers in education, impede Ohio's ability to attract well-qualified candidates to fill open positions, and will exacerbate the severe staffing shortages Ohio public schools currently face

WHEREAS, the sponsors of these bills have not identified anything within the Ohio Department of Education's Learning Standards or in any Ohio public school district that prompted the need for these pieces of legislation and instead include false assumptions about curriculum

WHEREAS, the language contained in these bills would jeopardize the ability of the Berea City School District to ensure **ALL** students feel a sense of belonging and build a culture that embraces differences and promotes a safe environment in which all students and educators can be their authentic selves

WHEREAS, the language in these bills opposes our American value of equality by intending to censor, marginalize, exclude and discriminate against our diverse communities, including LGBTQIA+ and people of color

WHEREAS, passage of these bills risks furthering the current mental health crisis through isolation, silence and normalizing discrimination by creating a culture where students and educators do not feel valued and respected

WHEREAS, district staff must be able to receive quality training on these and other challenging topics as they work to support the needs of our students, and these bills prohibit such training

WHEREAS, our vision of "a diverse community dedicated to inspiring the lives of character, learning, leadership, and service" guides us in our resolve of being a school district that intentionally creates environments where students and staff can learn, work and live with dignity, respect, free from fear and violence, and protected against discrimination regardless of their race, ethnicity, religion, gender identity/expression or sexual orientation

