BEREA CITY SCHOOL BOARD OF EDUCATION RESOLUTION OF COMMITMENT TO EQUITY AND EXCELLENCE IN EDUCATION

The Board of Education of the Berea City School District, held an online livestreamed meeting, with the Board of Education members present at the Board Office, 390 Fair Street, Berea, Ohio 44017, at 6:45 p.m. on July 14, 2020, with the following members in attendance:

Ana Chapman Cori Farris

Steve Dockman Jeff Duke

Neal Postel

<u>Farris</u> Moved and <u>Duke</u> seconded the adoption of the following resolution:

A RESOLUTION OF COMMITMENT TO EQUITY AND EXCELLENCE IN EDUCATION

WHEREAS, the Berea City School District Board of Education rejects all forms of racism and discrimination as being destructive to the District's mission, vision, values and goals. We are committed to the success of every student and providing an educational experience empowering students to maximize their potential.

WHEREAS, we embrace our organizational responsibility to ensure that the principles of diversity, equity and inclusion are fully integrated into the culture, policies, programs, operations, and practices of the District.

WHEREAS, we believe that equity and inclusion at Berea City School District is an essential call to action, a catalyst to ensure value and appreciation among all our employees, so we may be fair and welcoming now and in the future.

WHEREAS, it is necessary to foster practices that address the lack of awareness and understanding of differences and to gain buy-in from our entire workforce and the community we serve.

WHEREAS, it requires truthfulness, definition of terms and a customized message for our employees to create and promote an inclusive mindset.

WHEREAS, it requires the continuous development and capacity building of our employees to better engage and meet the needs of our students and their families.

WHEREAS, it will be realized when each person can fully and comfortably be themselves at work and school regardless of their race, ethnicity, national origin, religion, sex, ability, age, citizenship status, sexual orientation, gender-identity or expression, socio-economic status, title or other dimensions of identity.

NOW, THEREFORE BE IT RESOLVED, by the Board of Education of the Berea City School District, county of Cuyahoga, Ohio that our commitment includes that the District will develop and implement a Diversity, Equity and Inclusion Strategic Action Plan with clear and measurable goals, action steps, and accountability that aim to achieve the following guiding principles:

- To support a culture and educational experience in our District that is welcoming and inclusive for all students and that will be attractive to new students and families, especially those from marginalized groups and those currently under-represented in our student population.
- To enforce and enhance District policies, structures and practices to prevent racism, discrimination • and inequities.
- To dismantle any existing policies, practices or culture that perpetuate structural racism or discrimination in our school district.
- To provide high quality, culturally relevant and responsive curricula for all students and teachers.
- To facilitate equitable access to co-curricular and extra-curricular activities, social services, tutoring • and enrichment opportunities.
- To implement hiring practices that actively seek to expand our job applicant pool to include underrepresented groups.
- To engage, include, and collaborate with our families, students, residents, communities, and stakeholders as their active involvement is essential to our ability to enact change and achieve District goals.

The Board directs the Superintendent and Treasurer/CFO to oversee the development of this Diversity, Equity and Inclusion Committee who will meet and develop a plan and present it at a Board of Education meeting.

This Board finds and determines that all formal actions of this Board and of any of its committees concerning and relating to the adoption of this resolution were taken, and that all deliberations of this Board and of any of its committees that resulted in such formal actions were held remotely in an online meeting.

Ayes:_	Chapman		Farris		Dockman
		Duke		Postel	
Nays:					

Jul a hour and Chapman Thay Willin

Ana Chapman, BOE President Tracy L. Wheeler, Superintendent

Jill A. Rowe, Treasurer/CFO