

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

Farris Moved and Duke 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:

