



**RESOLUTION NO. 202425-03**  
**COMMITMENT TO EQUITY CENTERED ON RACE AND**  
**ANTIRACISM**

**WHEREAS** every student and person entering our Salem-Keizer Public School community must feel safe, welcome, celebrated, and fully included in district schools and spaces; and recognizing that when students experience bias and discrimination, they are inherently less safe psychologically, emotionally, and physically and it hinders their ability to learn and grow and may cause them to experience alienation from their school communities. We must build inclusive environments that empower students and employees to thrive; 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, intellectual and physical abilities, cultural values, and identities are strengths that enrich the learning community; and

**WHEREAS** we should actively eliminate the historically inequitable systems; and

**WHEREAS** we celebrate our students' unique and diverse learning assets, and speaking a language other than English is an asset to our community; and

**WHEREAS** white supremacy is the upholding of white people as a superior race and systematically excludes, marginalizes, and oppresses other communities or individuals based on their race, 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** we collectively acknowledge the historical impacts of racism to students' and employees' physical and psychological wellbeing; that continues to oppress Black and African American, Latino/a/x, Asian, Pacific Islander, Native American and Indigenous racial/ethnic intersectionalities; and

**WHEREAS** our approach to antiracism in SKPS involves a thorough analysis and review of systems, policies, and curricula that marginalize our diverse communities; it necessitates the interruption of biased frameworks of thought and decision-making; 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, advanced academics, and college and career-prep programs; and

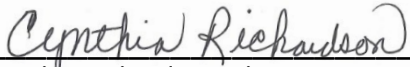
**WHEREAS** we know that students of color are overrepresented in suspensions and expulsions in our schools, starting at middle school, and this impacts their ability to stay meaningfully engaged and graduate successfully; and

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

**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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Cynthia Richardson, Chairperson,  
Board of Directors, Salem-Keizer Public Schools

September 10, 2024

Date