

**RESOLUTION #071320-B**  
**SUPPORTING AN ANTI-RACIST SCHOOL CLIMATE**  
**BY THE BOARD OF DIRECTORS OF THE AVONWORTH SCHOOL DISTRICT**

**WHEREAS**, we are deeply saddened and outraged by the violence against Black men and women. Recent events have shone a spotlight on the harmful effects of racism and inequality that our black students, families, staff, and communities have endured for centuries and continue to face today.

**WHEREAS**, we must recognize that racism and hate have no place in our schools and society. Consequently, we acknowledge that we must look at our school policies and practices through an anti-racist and equity lens to address any traces of racism and inequity that still exist within our school community.

**WHEREAS**, we must center the voices of staff, students, families, and communities who have historically endured discrimination and marginalization. Their lived experiences and stories require attention, require respect, require empathy, and most importantly require action. Therefore, it is essential that we establish an expectation that a diversity of students, families, and community members, specifically those who have been ignored, discriminated against, and marginalized, are heard and included on substantive school and district issues.

**WHEREAS**, we must better educate ourselves and seek to educate the community on the historical and current impact of racism and discrimination on our students, families, and communities, as well as understand our role in perpetuating such inequity. Through continuous professional development and opportunities for honest dialogue and listening sessions, we hope to build partnerships in the community focused on overcoming racism and other barriers. By doing so, we can create opportunities to ensure that each child has the tools and support needed to thrive.

**WHEREAS**, we must advocate to advance civil rights and cultivate an anti-racist school climate necessary to meet the needs of ALL students in our care. Our students, no matter their race, ethnicity, religion, gender, gender identity, sexual orientation, socioeconomic status, language ability, disability, and other identities, deserve to feel safe, to feel seen, and to feel affirmed.

**NOW, THEREFORE, BE IT RESOLVED** that the Avonworth School Board unequivocally stands firm in our collective responsibility to foster an equitable and inclusive environment for every student, staff member, parent, and community member. We commit to utilizing our role as school board directors to recognize, respond to, and speak out against injustice and racial inequity within our school community. In support of this goal, the Avonworth School Board commits to the following action steps within the Avonworth School District:

- Review District policies and procedures for alignment with best practices when responding to offenses regarding racism and discrimination

- Develop and communicate a strong, consistent message regarding anti-racism and inclusivity
- Institute a curriculum cycle that includes a tool to review curricula for cultural responsiveness and anti-racism
- Review & revise K-12 literary canon for cultural responsiveness
  - Representation
  - Multiple perspectives
  - Anti-racism
- Explore restorative justice practices for student discipline
- Facilitate professional learning for cultural sensitivity/social justice/equity in teaching
- Conduct parent workshops for multiple topics related to diversity/equity/inclusion/racism
- Implement new teacher induction session focused on unconscious bias
- Conduct a multi-cultural festival
- Create and support a Social Justice Club
- Explore partnerships with diverse schools
- Continue to work to attract and retain a diverse staff
- Conduct an equity audit and act on recommendations
- Conduct annual stakeholder surveys for feedback on cultural sensitivity/social justice/equity
- Implement No Place for Hate program at Middle/High School

Adopted this 13th day of July, 2020.