

Book	Policy Manual
Section	Board Resolutions
Title	Anti-racist School Climate Resolution
Code	
Status	Active
Adopted	September 8, 2020

WHEREAS, we are deeply saddened and outraged by the recent incidents of violence against Black Americans. The subsequent protests and the civic response has shined a spotlight on the harmful effects of racism and inequality. Furthermore, the public response has highlighted the racial trauma that our Black students, families, staff, and communities have not only endured for centuries but continue to face today; and

WHEREAS, the experiences and outcomes are not consistent for historically underserved and marginalized groups, including Black Americans and other people of color; those experiencing poverty, homelessness, or foster/kinship care; students who identify as LGBTQ+; students receiving special education instruction; students with limited or interrupted formal education; and students for whom English is not their native language; and

WHEREAS, racism and hate have no place in our schools and society, we understand and accept that racism is systemic, and it is unconsciously and consciously rooted into our institutions, policies, and practices; and

WHEREAS, the voices of staff, students, families, and communities who have historically endured discrimination, oppression, and marginalization have been excluded from decision-making processes and entities and their lived experiences and stories require attention, respect, empathy, and most importantly action; and

WHEREAS, we must better educate ourselves and seek to educate the community on the historical and current impact of racism, oppression, marginalization, and discrimination on our students, families, and communities, as well as understand our role in perpetuating such inequity; and

WHEREAS, we are called to advocate for and advance civil rights, social justice, and cultivate an anti-racist school climate necessary to meet the needs of ALL students in our care.

NOW, THEREFORE BE IT RESOLVED that the Kutztown Area School District Board of Directors, unequivocally stands firm in its collective responsibility to foster an equitable, inclusive, and anti-racist environment for every student, staff member, parent, and community member; and

BE IT FURTHER RESOLVED that we commit to use our role as school board directors to recognize, respond, and speak out against injustice and racial inequity in our school community. In support of this goal, the Kutztown Area School District Board of Directors commits the district to the following action steps:

- Adopt the Kutztown Area School district Educational Equity policy
- Review the districts' policies and practices through an anti-racist and equity lens to address traces of racism and inequity that still exist within our own school community
- Continue Professional Development and Anti-Bias, Cultural Awareness training for all staff and administrators
- Establish an expectation that a diversity of staff, students, families, and community members, specifically those that have been ignored, oppressed, discriminated against, and marginalized, are heard and included on substantive school and district issues
- Build partnerships in the wider community focused on overcoming racism and other barriers, so that it can create opportunities to ensure that each child has the tools and supports needed to thrive
- Ensure that our students, staff and administration, no matter their race, ethnicity, religion, gender,

5/17/2021

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sexual orientation, socioeconomic status, language ability, disability, and other identities, deserve to feel safe,
to feel seen, and to feel affirmed
-- Continue and expand the Diversity, Equity, and Inclusion Committee of the District

Adopted this 8th day of September, 2020.