

## **Resolution supporting the development of an anti-racist school climate by the Board of Directors of the Upper Darby School District**

**WHEREAS**, we are deeply saddened and outraged by the recent killing of George Floyd and violence against black men and women, and children. The subsequent protests have 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.

**WHEREAS**, we must recognize that racism and hate have no place in our schools and society. However, we must understand that racism is systemic, and it is unconsciously and consciously rooted into our institutions, policies, and practices. Consequently, we acknowledge that we must look at our own school policies and practices through an anti-racist and equity lens to address any traces of racism and inequity that still exist within our own 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 staff, students, families, and community members, specifically those that 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 systemic racism and the barriers stemming from and perpetuated by systemic racism. By doing so, we can create opportunities to ensure that each child has the tools and supports needed to thrive. As the District continues to reinforce an inclusive learning environment for all, we must review how our current systems and structures prevent equitable opportunities for the students and communities we serve including the curriculum and resources we provide as well as the staff we hire.

**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 identities, deserve to feel safe, to feel seen, and to feel affirmed.

**NOW, THEREFORE BE IT RESOLVED** that the Upper Darby School Board, unequivocally stand firm in our collective responsibility to foster an equitable and inclusive environment for every student, staff member, parent, and community member. 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 Upper Darby School Board commits to the following action steps.

*Action Area One: Constructing and enacting an equity vision*

*Action Area Two: Engaging in self-reflection and growth*

*Action Area Three: Collaborating with families and communities.*

*Action Area Four: Hiring and Placing Personnel*

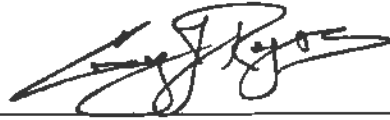
*These Action Areas are described in detail within the district's equity plan "Upper Darby School District Comprehensive Equity Plan Proposal 2018-2022" located at <https://www.upperdarbysd.org/Page/5576>.*

Adopted this 14<sup>th</sup> day of July, 2020.

Signed,



Edward Brown, Board President



Craig Rogers, Board Secretary