

REDLANDS UNIFIED SCHOOL DISTRICT

RESOLUTION NO. 12, 2020-2021

Resolution to Change Our System, Eradicate Racism and Stand to Create More Equitable And Inclusive Schools for ALL Children, Families and Staff Members of the Redlands Unified School District

“I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character.”
– Dr. Martin Luther King, Jr.

WHEREAS the District represents and serves a diverse population in terms of race, ethnicity, language, culture, national origin, socio-economic status, age, physical and mental ability, sexual orientation, gender identity and religious beliefs; and

WHEREAS, as a School Board and District we value each and every student, family and staff member and are committed to creating an equitable and anti-racist system that honors and elevates all; and

WHEREAS, a growing body of evidence shows that reconnecting people to the vibrant strengths of their ancestry and culture, helping people process the grief of past traumas, and creating new historical narratives can have healing effects for those experiencing current trauma and historical; and

WHEREAS, we acknowledge that racism is a public health crisis and threat that causes disparities in family stability, health and mental wellness, education, employment, social economic status, public safety, criminal justice and housing; and

WHEREAS, we recognize that because of white supremacy, systemic discrimination and oppression of the Black, Indigenous and People of Color [BIPOC] and marginalized communities has occurred throughout history in the institutional policies and practices in our society; as evidenced by, but not limited to the enslavement of Black Americans, Japanese internment camps, forced displacement, forced separation of families, stealing of sacred land and genocide of Indigenous people, unlawful use of Black bodies for medical experimentation, forced sterilization of people of color, laws forbidding literacy among those enslaved, laws denying the practice of traditional rituals and speaking native languages, mass imprisonment and detainment of Black and Brown individuals, police brutality and use of deadly force, and other countless forms of structural racism, which represent racialized trauma and terror and result in long-term mental and physical health implications for the survivors, their families, the community at large, and subsequent generations; and

WHEREAS, we acknowledge the negative impact that racism and social injustice plays in the experiences of students and adults of Black, Indigenous and People of Color [BIPOC] communities, different ethnicities and cultures and from all walks of life, evidenced by U.S.

Supreme Court decisions such as the 1899 case *Cummings vs. the Board of Education*, which legalized racial segregation in public schools; and

WHEREAS, we believe that schools must play a vital role in dismantling systems, that have marginalized students, staff and families of color and we will listen with the intent to understand and educate ourselves how racism and social injustice impacts the lives of those within our schools, district and community; and

WHEREAS, this District recognizes and respects the value of all human life and dignity, without prejudice to anyone, and further acknowledges that employee conduct requires continuous support, training, monitoring, evaluation and a careful balancing of all interests to ensure equity of access, services, and treatment for all persons, including people of color, regardless of race or ethnicity; and

WHEREAS, it is time to engage our schools and community in meaningful and honest conversation about racial inequality and to work together to support our shared conviction that racism must end and an anti-racist society must begin. As a school district, we will focus on the significant accomplishments of marginalized groups and individuals that have uplifted our nation and the world; and that positive and relevant reflections of the Black community and all people of color are present in the literature we read and in the learning we embark on together; and

WHEREAS, we will expect equitable employment and educational practices that are based on fairness, dignity, success, and democracy; and

WHEREAS, it is critical to provide an environment that will develop democratic attitudes, including a feeling for the responsibilities of citizenship; an understanding of the dignity and value of all regardless of primary language spoken in the home and of racial, ethnic, social, or religious background; and an appreciation of the divergent cultural heritage which is the foundation of a great American society; and

NOW THEREFORE BE IT RESOLVED, we will adopt policies and visions, such as those found in RUSD 2025, the Board's multiyear vision and specifically Equality Through Equity, that implement and reinforce equitable learning opportunities and outcomes for all students (Preschool-12); and

NOW THEREFORE BE IT RESOLVED, we support ongoing efforts by staff to provide the necessary support, training, and resources to our employees and students to combat racism, social injustice and discrimination in all forms with regard to race, ethnicity, culture, gender, gender identity, age, appearance, physical and mental ability, national origin, language, spiritual belief, sexual orientation, socioeconomic circumstances and environment; and

NOW THEREFORE BE IT RESOLVED, the principles of moral and ethical behavior and civic education are incorporated in all areas of the curriculum and exemplified in the conduct of activities in the classroom, on campus, and in the community; and

NOW THEREFORE BE IT RESOLVED, we call upon all stakeholders including students, families, educators, community leaders, and all community members to join us to actively challenge systemic racism by working together to plan and take impactful actions that will ultimately lead to the eradication of racial and social injustices in our schools, community, and beyond; and

NOW THEREFORE BE IT RESOLVED, the Redlands Unified School District Board of Education will work to create the safe space to work collaboratively with parents educators, leaders, and all community members to help our children understand and respect racial differences, and to teach our youth how to peacefully speak up against injustice, racism and inequality; and

NOW THEREFORE BE IT RESOLVED, that we have School District policies and Board Bylaws that will hold staff and Board members accountable for racist actions and language; and

NOW THEREFORE BE IT RESOLVED, that our District will explore and implement a comprehensive and robust ethnic studies course at all high schools; and

NOW THEREFORE BE IT RESOLVED, that the District is actively committed to diversifying the staff in Redlands Unified School District through innovative recruitment efforts; and

NOW THEREFORE BE IT RESOLVED, that our Coordinator of Diversity and Equity will work with site administrators, staff, and students to weave multicultural, social justice, and anti-racist curricula throughout school programs, sports, and activities; and

NOW THEREFORE BE IT RESOLVED, that our responsibility must be to create the safe space and evoke actual change within our school district and community by dismantling the social structures and systems of power that marginalize and oppress any member of our community. Racism and hate have no place in our schools or our society, and we must stand for the Constitutional guarantees and basic human rights of every person who lives, works and learns in our community; and

NOW THEREFORE BE IT RESOLVED, that each of us, individually and collectively, is responsible for creating and nurturing an anti-racist learning environment where every child is respected and valued for who they are, regardless of their skin color. We will actively acknowledge, address and prevent racial bias that occurs as a result of District policies, practices and actions. We will continue to build a diverse and equitable environment so that our students see themselves reflected in the faces of our certificated and classified staff; and

NOW THEREFORE BE IT RESOLVED, that the Redlands Unified School District Board of Education does hereby adopt Resolution Number 12, 2020-2021, to voice that racism has no place in our society, to encourage the adoption of policies that eradicate the systemic injustices and engage in anti-racist ideals; and

NOW THEREFORE BE IT FURTHER RESOLVED, that the Redlands Unified School District Board of Education will implement and support, with intent and fidelity, policies and practices that reflect a conscious effort to ensure racial equity, equity of access and service, cultural education, and diversity at all levels within our organization.

The foregoing Resolution was passed and adopted by the Governing Board of the Redlands Unified School District on October 27, 2020.

THE GOVERNING BOARD OF THE
REDLANDS UNIFIED SCHOOL DISTRICT

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____
