

ITEM 2020-142
DATE: November 12, 2020
FILE: Resolution

SUBJECT: Anti-Racist, Diversity, Equity and Inclusionary Practices Resolution

BACKGROUND

The district has been working on addressing the issues of diversity, equity, and inclusion for a number of years. Events this past spring and summer reinforced the importance of initiatives to address these issues. Beginning in August, the administration has been intentional about professional development opportunities for all staff regarding racial equity and inclusionary practices. That will continue throughout this year and in the years to come.

ADMINISTRATIVE CONSIDERATION

Following the August School Board Meeting, the administration developed, in collaboration with School Board input, an Anti-Racist, Diversity, Equity and Inclusionary Practices Action Plan for the District. The administration has been actively working to implement the plan. The administration would like the School Board to officially support a resolution endorsing the Action Plan.

RECOMMENDED ACTION

That the Board of Education approve the Resolution on High School District 214's Board of Education's Support for Anti-Racist, Diversity, Equity, and Inclusionary Practices and Initiatives.

(resolution attached)



RESOLUTION

Resolution on High School District 214's Board of Education's Support for Anti-Racist, Diversity, Equity and Inclusionary Practices and Initiatives

- Whereas,*** High School District 214 is fully committed to and engaged in Anti-Racist, Diversity, Equity, and Inclusion practices and initiatives, and
- Whereas,*** District 214 works to create a culture and school climate that supports every student and staff member, and
- Whereas,*** District 214 commits to ensuring that it will not limit student opportunity, access, and success on the basis of a person's actual or perceived characteristics such as, but not limited to, race, color, sex, sexual orientation, gender identity, gender expression, religion, creed, national origin, ancestry, immigration/citizenship status, age, marital status, conditions related to pregnancy or childbirth, genetic information, mental or physical disability, need for special education services, or any other protected class in conformance with federal, state, and local law, and
- Whereas,*** national events and racial justice awakening of recent months have prompted District 214 to expand actions and efforts that were underway and had stemmed from many discussions among District 214 leadership, employee groups, and students, and
- Whereas,*** District 214 has formed a Districtwide Anti-Racism, Diversity, Equity, and Inclusion Strategic Council composed of three Education Association members, two ESPA members, two CMA Members, and two administrators or supervisors, and
- Whereas,*** the Council is working with the administration on several initiatives and will work collaboratively to address feedback and concerns brought forth by students and staff, and
- Whereas,*** the Superintendent has launched several Anti-Racism, Diversity, Equity, and Inclusion Advisory Councils to ensure stakeholder voices and concerns are addressed throughout the year, and
- Whereas,*** District 214 will continue to expand anti-racism, diversity, equity and inclusion professional development training for staff and administrators; undergo a comprehensive curriculum and instructional materials audit Districtwide; will present an annual anti-racism, diversity, equity, and inclusion report to the School Board during a workshop or a regularly scheduled meeting; and
- Whereas,*** the District will not hold summer school, summer camps, or other activities on June 19, also known as Juneteenth.

Now Therefore, be it resolved that, on this 12th day of November, 2020, the Board of Education of High School District 214 affirms our commitment to Anti-Racist, Diversity, Equity and Inclusion Practices and Initiatives and supports the efforts of the administration, staff, and students during the 2020-2021 school year and beyond.

Adopted this 12th day of November, 2020.

F. Daniel Petro, Board President

William J. Dussling, Board Vice President