

RESOLUTION NO. 869

A RESOLUTION of the Board of Directors of
Vancouver School District No. 37, Clark County, Washington
**Condemning Racism and Establishing Policy Directives on Diversity, Equity, Inclusion
and Excellence in Education**

A **RESOLUTION** of the Board of Directors of Vancouver School District No. 37 (hereinafter referred to as “district”), Clark County, Vancouver, Washington on condemning racism and developing policies on diversity, equity, inclusion, and excellence in education;

WHEREAS recent and historical events highlight the national crisis of racism, as well as the injustice and discrimination that is pervasive through our culture and institutions; and

WHEREAS systematic racism exists not just in other parts of the United States; but in Vancouver, Washington, including in our schools. Consequently, racial disparities exist in social, health, economic, legal, and academic outcomes in Washington State and in Clark County; and

WHEREAS we acknowledge that our students of color, black and brown students in particular, parents, and community members in our district still report experiencing and witnessing racism and hate speech in our schools; and

WHEREAS the district’s prior discipline practices resulted in a disproportionate effect on students who are Black, Native American, Native Hawaiian/Pacific Islander, and/or students with disabilities; and

WHEREAS data reveals inequities in representation in magnet programs, learning support programs, and staff hiring, retention and promotion practices; and

WHEREAS we realize that structural racism is built into every structure in society as well as the fabric of our schools; we must build anti-racism into the fabric in order to increase diversity, equity, inclusion, belonging, and excellence in education for the future; and

WHEREAS the recent events in our community and world highlight the necessity that the district act now; and

WHEREAS during the 2020-2021 school year we will conduct a district-wide equity audit and establish an equity advisory group composed of community stakeholders, educators, parents, and students on how to eliminate racism and improve the educational experiences of all students; and

WHEREAS we are committed to change in order to truly live our vision of excellence in education; and

WE CONDEMN racism, racial violence, white supremacy, hate speech, and bigotry in all forms inside and outside of our schools; and

WE WILL WORK to be actively anti-racist and to dismantle systemic racism in our schools and empower students of color; and

WE COMMIT to use an equity lens for all future board business, and will continue to work towards a more diverse workforce; and

WE FURTHER COMMIT to adopt an equity policy prior to the beginning of the 2021-2022 school year that is responsive to the equity audit and to the students, parents, and staff who respond and share their experiences and perspectives.

NOW, THEREFORE, BE IT RESOLVED, that Vancouver School District will establish equity policies condemning racism and supporting diversity, equity, and inclusion in district programs; curriculum, instructional practices, recruitment, hiring and placement, budgetary processes, operations, and school culture and climate. Specifically, the board policy directives will require:

- Equitable student-centered district programs;
- Application of an equity lens focus for all future policy adoptions;
- Implementation of curriculum and researched instructional practices that advance cultural connections;
- Ambitious goals for increasing work-force diversity and investing resources to increase, retain and promote workforce diversity;
- Prioritization of resources to achieve equitable outcomes and support the holistic needs of underserved, high poverty, and high needs school populations;
- Review and monitoring of district operations to ensure high levels of inclusion and equitable access;
- Equitable representation in K-12 magnet programs;
- Implementation of additional equity processes to improve school culture and climate;
- Increased family/community voice;
- Progress monitoring on all equity initiatives through quarterly reporting requirements and biannual achievement and discipline data reviews; and
- Diversity in student voice by collecting student input regarding issues related to racial equity.

BE IT FURTHER RESOLVED that Vancouver School District will establish a policy that requires all new employees to participate in anti-racism and cultural responsiveness training before working with students; and

BE IT FURTHER RESOLVED that Vancouver School District will establish a policy that ensures anti-racism and cultural responsiveness training continues with current staff and ensures that all staff regularly participate.

Adopted this ____ day of October, 2020.

ATTEST:

VANCOUVER SCHOOL DISTRICT NO. 37
CLARK COUNTY, WASHINGTON

Secretary, Board of Directors

President, Board of Directors

Vice President, Board of Directors

Director, Board of Directors

Director, Board of Directors

Director, Board of Directors