

Midland Public Schools

Board of Education Proclamation

Resolution to Change the System, Eliminate Racism and Create More Equitable and Inclusive Schools for All

WHEREAS, the Midland Public Schools Board of Education stands firmly against all acts of individual and systemic racism; and we will openly talk, challenge and confront racism.

WHEREAS, there is a long history of racism, discrimination and segregation within our country, which has adversely impacted educational outcomes for students of color, specifically Black students.

WHEREAS, we wish to end injustices, inequity and violence, and we unequivocally declare that Black lives matter and that an injustice to one is an injustice to all.

WHEREAS, we believe that schools must play a vital role in dismantling systems that have marginalized students, staff and families of color.

WHEREAS, we believe that we are all life-long learners and should be provided the necessary resources to facilitate discussions of race and racism, to help students understand our full history and our collective humanity.

WHEREAS, the Board acknowledges that in our district-wide student body 2.4% of our students identify as Black, 4.03% Asian, 4.26% Hispanic/Latinx, .35% Indigenous/American Indian/Alaskan, .23% Native Hawaiian or other Pacific Islander, 2.69% identify as two or more ethnicities, 86.03% as White; and that our district-wide student body includes 34.67% economically disadvantaged students, and 15.44% students with disabilities*; that all students have diverse backgrounds and experiences; and that diversity is a strength.

WHEREAS, the Board acknowledges a lack of diversity in our administrative and educational staff and believe that a diverse staff will benefit our students, district and community.

WHEREAS, the Board will support the implementation of strong actions through the Diversity, Equity and Inclusion Strategy including necessary policy changes.

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.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education that we fully endorse and commit to our district vision statement - *Lead with respect, trust, and courage. Ensure an equitable, collaborative, and inclusive culture. Enable all to achieve success.* Furthermore, the Board of Education makes the following commitments to action and change:

1. The Board is committed to eliminating racism, bigotry, hate and violence in any form.

2. The Board charges the Superintendent and Administrative Team to create opportunities to openly discuss, challenge and confront racism and inequities.
3. The Board charges the Superintendent and Administrative Team to implement the Diversity, Equity and Inclusion Strategy including an equity audit to examine policy, practices, curriculum and instruction, increasing the diversity of our staff, and the ways in which the district can center the needs of our students and the experiences of those who have been historically marginalized.
4. The Board and School District commit to engaging in deep learning, dialogue, action steps and establishing real relationships and partnerships with families and other organizations that are working to dismantle racism and to ensure all students achieve their full potential and succeed.
5. The Board is committed to honest and transparent transformation of District culture and practices so students, families, community members and staff feel safe, visible, valued, respected and connected.
6. The Board charges the Superintendent and Administrative Team to outline expectations for all employees regarding equity and inclusion and provide opportunities for employees to be reflective about their own biases, engage in anti-racist training districtwide, and create learning spaces that encourage open dialogue about racism and anti-racism.
7. The Board charges the Superintendent and Administrative Team to integrate additional content and resources that are racially and culturally relevant into curriculum, classrooms and within all school buildings.
8. The Board recognizes that students of all ages are able to talk about bias, race and the impacts of racism, and charges the Superintendent and Administrative Team with implementing anti-racist programs beginning at elementary school.
9. The Board requires that all reports of racist or discriminatory language, attitudes, behavior and action are responded to following our district Code of Conduct and Policies; we commit to educating students and staff, on the impact of their actions and fully understanding the harm they have committed; and we commit to student and staff accountability for actions prohibited by our district Code of Conduct and Policies. The Board charges the Superintendent and Administrative Team with monitoring race-related incidents, taking action to address each incident, and ensuring appropriate reporting to the public.
10. The Board, Superintendent and Administrative Team will monitor and assess the District's transformation as an anti-racist organization. The Administrative Team should pay close attention to the number of reported race-related incidents and should address and take action to address each incident, as well as ensure appropriate reporting to the public. The Board will address

anti-racism actions and monitor the implementation and outcomes of the Diversity, Equity and Inclusion Strategy in each Board committee meeting and receive monthly updates on District work to carry out the objectives of these commitments.

BE IT FURTHER RESOLVED, that the Board commits to its own work as individuals and our collective work governing the district, to become equitable and anti-racist in behaviors, actions, and policies. We are committed to changing the system and will integrate this resolution in the annual district goals.

*Data Reference MiSchoolData.com

Resolved this 3rd day of August, 2020.

Ayes: Members McFarland, Singer, Fredell, Rausch, Baker, Blasy, Lauderbach

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned, duly qualified Secretary of the Midland Public Schools Board of Education, Midland County, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by said Board of Education at its regular meeting held on August 3, 2020, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the "Open Meetings Act" (1976 PA 267, as amended).