
WAYNE BOARD OF EDUCATION RESOLUTION AGAINST RACISM

WHEREAS, The Wayne Board of Education recognizes that schools can be a powerful force in generating change, and that our school community shares a collective responsibility to reject all forms of individual and systemic racism as destructive to our educational mission, values, and goals; and,

WHEREAS, the Board further recognizes that formally taking a stand against racism in all forms is an important step for all institutions, and that the Wayne Board of Education, in word, and through action, seeks to clearly communicate our position against racism, and stands with the Black community to condemn the violence, marginalization, micro-aggressions, and other behaviors that have devastated and devalued so many lives; and,

WHEREAS, the Board annually adopts a set of goals to create priorities, address challenges, and provide direction for the school community; and,

WHEREAS, the Board is committed to establishing a Diversity, Equity and Inclusion Goal for the 2020-2021 school year that includes the following elements:

1. Internal and external review of policies, practices, procedures and curricula through a diversity, equity, and inclusion lens to be completed through a committee process and then to provide a list of recommended changes or new policies, practices, and procedures
2. Creation of a district diversity, equity, and inclusion statement to be integrated throughout the district
3. Assessing nicknames, mascots, slogans, and school symbols that may be offensive or otherwise counterproductive to our mission, value, and goals
4. Professional development program to include bias awareness training, anti-racism training, and training for restorative practices
5. Publication of a report on diversity, equity, and inclusion which will be shared with the public on an annual basis using the supporting activities of our goal as a basis for the first report
6. Budgeting to support the purchase of additional instructional materials and resources to support the goal

NOW, THEREFORE, be it resolved that the Wayne Board of Education directs the Superintendent of Schools to take any and all action necessary to establish and advance a DIVERSITY, EQUITY AND INCLUSION GOAL, to include the above elements, and to include any other supporting activity deemed necessary to carry out the goal, and to present the goal at the next regular meeting of July 16, 2020.