

Every Student Belongs Resolution Template

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Instructions

1. Think about the following questions before you begin:
 - a. What policies do you already have in place, vs what policies are you planning to change or introduce? *Use words like “reaffirm” for policies that already exist and point to them. Describe your intentions for changing or creating new policies.*
 - b. What is happening in your local area? Is there a lot of tension or division? What strengths of your community or district can you draw from? *You’ll want to introduce specificity where possible throughout, based on your district.*
 - c. Are you willing and able to engage in conversation with people locally? How will you go about doing that, or continuing that? *You’ll want to be as specific as possible with what you are doing or have in mind when it comes to community engagement.*
 - d. Are you able to invest or already investing time and resources into anti-racist work, such as educator recruitment, professional development, culturally responsive curriculum or anything similar? *Be ready to name those things.*
 - e. What balance do you want to strike between promoting equity vs. decrying racism? What words can you safely use that will both glean support and show your seriousness without causing additional division?
2. Remove or modify items in the resolution template that aren’t relevant or may cause additional tensions.
3. Add sections to the resolution that are missing, particularly ones that relate to strengths and activities already happening in your community.
4. Review inspirational examples how others have successfully engaged with their communities to see which strike a tone that you might emulate in your resolution. If you use an example heavily, cite it at the end by saying “portions were modified from [name of resolution and link].”

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Inspiration

- [Bend-La Pine Schools' Board of Directors Resolution on Racism](#)
- [Lake Oswego School Board Of Directors](#)
- [Ferguson-Florissant School District](#)
- [Illinois School District U-46](#)

Applicable Words, Values, and Frames

- Race, racism, anti-racism
- Colonialism, anti-colonialism
- Bigotry, prejudice, bias, oppression
- Equity, justice, injustice
- Interdependence, engagement, unity
- Dignity, honor, agency, autonomy, freedom, liberty
- Success, opportunity, potential
- Responsibility, commitment, affirmation
- *Avoid: “empower,” “decolonize,” “opportunity gap,” “ban,” “eliminate,” “punish,” statements focusing on individual more than system or community*
- *Shift from “all students” to “every student” where possible to avoid any confusion with “All lives matter” language.*

Anti-Racism Resolution Template

WHEREAS, every student belongs and is welcome in [district/place name] schools; and

WHEREAS, public schools and school districts in Oregon are subject to all federal and state laws and constitutional provisions prohibiting discrimination; and

WHEREAS, our school board and staff are responsible for enacting policies and promoting educational practices that lead directly to the educational and life success, and health and well-being of all PK -12 students; and

WHEREAS, members of the [district/place name] school board recognize that race has long been a determining factor in [how children experience school / whether they have what they need to reach their full potential]; and

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WHEREAS, healing must begin with acknowledging past and current harms, including [describe local, state, or U.S. harms], to address [critical inequalities](#) that exist across the U.S. that schools will continue to perpetuate without proactive implementation of anti-racist policy and practice ([EdWeek, 2017](#)) [name any known issues locally or ones you'd like to note in Oregon]; and

WHEREAS, we must proactively prevent these harms with strong measures that ensure equity, such as [analyzing and adjusting our current system, policies and practices, name more];

WHEREAS, ensuring that every student has equity in their education, we must [go above and beyond / do more] to [care for / support] students that have been subjected to the aforementioned impacts over time and generations; and

WHEREAS, it is clear that as [school district is experiencing division on topics related to race (make specific)], schools are critical in providing [safe and creative] opportunities for people to learn about others who are different from them, have conversations about pressing issues, and correct injustice wherever it exists; and

WHEREAS, in order to truly champion equity, we must actively be in solidarity with Black, Indigenous, Native American, people of color, tribal communities, and tribal governments in our schools, district, and nation if we want to see more [unity / tolerance] in our lifetime; and

WHEREAS, we believe that a public statement is only one aspect of what is needed to fully [address discrimination / prejudice / racism / or realize equity] in our schools;

THEREFORE BE IT RESOLVED, on this [22nd day of November, 2020], by the Board of the [Name of District], that, we are committed to the following activities with the intention of [ensuring human and civil rights / removing racism, racial violence, white supremacy, hate speech, and bigotry in all forms] in our schools and communities:

- We [reaffirm our equity policy / are working to write an equity policy / affirm the [ODE equity stance](#)] and renew its commitment to [anti-racism, equity, and access] in education as a core value; and
- We will [continue to?] require and support schools in tracking and reporting on bias incidents in our schools; and
- We will intentionally create spaces to engage and hear the perspectives and feedback from the many diverse voices in [our school/district] community; and

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- We will take what we learn and apply it to policies and practices in order to create a [nurturing/other adjectives] learning environment where all students, families, and staff are [welcome, safe, respected and valued for who they are, regardless of their skin color]; and
- We will work to be [actively anti-racist and anti-colonial / champion equity in our schools] by working to [ex. bring more culturally responsive practices and curriculum] and [ex. using the ODE equity stance / our equity policy for decisions involving curriculum] while [supporting educators to advance this work through training and professional development]; and
- We will invest time and resources towards [ex. recruiting and retaining educators and staff who reflect the diversity of the student body]; and
- We will work to [eliminate barriers and promote student success] across race, social class, geographic location or other personal characteristics such as creed, color, religion, ancestry, national origin, age, economic status, gender, sexual orientation including gender expression or identity, pregnancy status, marital status, physical appearance, or the presence of any sensory, mental or physical disability.