

Paladin School Board Commitment to Equity and Anti-Racism

A RESOLUTION of the Paladin Career & Technical High School Board of Education to honor the life of George Floyd and stand for justice; to declare the commitment of the board to identify and eliminate any and all practices within our school community rooted in implicit bias, discrimination, systemic racism, and/or implications of oppression contrary to our mission; and to support the lives of Black, Indigenous, and People of Color (BIPOC), thereby improving the lives of all students.

WHEREAS, as school board members we are committed to actively interrupting systemic racism and eliminating inequities in our education system and therefore are compelled to speak out and take action;

WHEREAS, systemic racism leads to the creation of systems, structures, and behaviors that perpetuate harm to students, families, and staff of color and their families, both through explicit racist actions as well as unconscious bias;

WHEREAS, our community and nation's future requires that systemic racism be dismantled, to promote racial equity, and ensure ALL children and families are able to thrive;

WHEREAS, public education is a key lever for creating an anti-racist society and democracy;

WHEREAS, Paladin is committed to promoting racial equity and developing culturally relevant learning environments within our school, in conversation and partnership with students, families, staff, and community stakeholders;

WHEREAS, in moving from conversations to planning to action, Paladin is committed to drawing on the perspective and feedback from the collection of racially diverse voices received through surveys, community nights, and outreach. We will identify concrete actions that must be taken to advance this work and continue to ensure that the voices of all stakeholders are elevated in decision-making processes;

WHEREAS, as a school board and school community we value each and every student, family, and staff member and are committed to creating an equitable and anti-racist school system that honors and elevates all;

WHEREAS, we recognize that the experiences and outcomes in education are not consistent for historically underserved and marginalized groups, including people of color; those experiencing poverty, homelessness, or foster/kinship care; students who identify as LGBTQIA+; students receiving special education instruction; and immigrant and emergent bilingual students.

WHEREAS, schools should be places for the practice of equity, for the building of understanding, and for active engagement of all in creating pathways to freedom and justice for all people; and



NOW, THEREFORE BE IT RESOLVED that Paladin Career & Technical High School sends condolences and support to the family of George Floyd and the countless other BIPOC victims of police brutality and racism. Paladin stands with the thousands in our country and around the world, including members of the school district community, who have engaged in peaceful protests to affirm that Black lives matter and to call for an end to the social injustice and systemic racism that permeates the fabric of our society; and

LET IT FURTHER BE RESOLVED by the School Board of Paladin Career & Technical High School that the following actions be taken to support Black students, Indigenous students, students of color, and other historically underserved students by focusing on equity and anti-racism:

- In honor of George Floyd's life, the Paladin School Board meeting will set aside a moment of silence on August 20, 2020.
- Paladin commits to its own work as individuals, as a staff, and our collective work as a school in our continuing path of becoming equitable and anti-racist in policies, beliefs, and actions;
- Paladin commits to supporting the Executive Director in the development of goals for the 2020-21 school year to advance equity and anti-racism.
- Paladin commits to reviewing and revising policies and adopting revisions to each as necessary to ensure a focus on equity and anti-racism.
- Paladin commits to critically examining the curriculum and assessments to ensure that coursework identifies and addresses the goals of anti-bias, anti-racist education: identity, diversity, justice, and activism.
- Paladin commits to engaging students, parents, staff, and our community to have difficult racial discussions and to reach solutions and address priorities together.
- Paladin commits to annually recognizing the importance of Juneteenth in American history.
- Paladin commits to a day in honor of Native Indigenous Americans in opposition to the celebration of Columbus Day.
- Paladin commits to ensuring there is adequate and ongoing support of our goal of prioritizing equity, diversity, and anti-racism.
- Paladin commits to holding these resolutions at the center when reviewing and approving the budget to ensure adequate funding to support this work.
- Paladin commits to providing a safe and welcoming school environment for each and every student, working with the community and other government agencies.
- Paladin commits to strengthening and upholding equity.
- Paladin commits to developing curriculum and instruction that are reflective of the communities we serve and strives to cultivate a staff population that reflects our student population.
- Ultimately, we are a better community because of our diversity and difference. Paladin commits to providing a space where every person is seen, heard, and acknowledged.

Board Approved 8.20.20
Revised 9.24.20

