

**PIEDMONT UNIFIED SCHOOL DISTRICT**

**Resolution 01-2020-21**

**CONDEMNING INSTITUTIONAL AND SYSTEMIC RACISM AND  
AFFIRMING A COMMITMENT TO EDUCATIONAL EQUITY FOR  
BLACK STUDENTS, FAMILIES, AND STAFF**

**WHEREAS**, recent and historical incidents of violence against Black Americans that highlight the overt and institutional racism that has senselessly and atrociously devastated so many Black lives, we, the Piedmont Unified Board of Education, are committed to fighting against racism and racial injustice, which have no place in our community and society as a whole;

**WHEREAS**, we must voice our outrage at the continued oppression of Black people in our community and throughout our nation, and commit to interrupting systemic racism that has disproportionately impacted African-American and Black lives, and to eliminating racial inequities in our education system;

**WHEREAS**, anti-Black racism has exacted a tremendous toll on Black families and Black lives, we believe that any disregard for life and human dignity, conveyed through explicit racist actions, unconscious bias, or microaggressions, reflect and perpetuate a system within which students, their families, and staff of color and their families will continue to be oppressed;

**WHEREAS**, Piedmont is a predominantly White and socioeconomically privileged community, shaped by historical racism, and White people must reckon with White privilege and White supremacy. We commit to doing our own anti-racism work and education as individuals and our collective anti-racism work as a Board; we also commit to keeping anti-racism values at the forefront of our work and to embed these values into our decisions, actions, policies, and procedures, recognizing that education serves as a key lever for creating a more equitable and anti-racist community, nation, and world;

**WHEREAS**, we cannot be silent and must act urgently yet thoughtfully to stop racial injustices and structural inequities that harm Black people, and to encourage our students, staff, and families to speak openly about and stand up against overt and institutional racism, racially charged current events, events in our schools, and in our

town, and to promote civic actions that change policy and laws in our district and our country to dismantle systems of oppression;

**WHEREAS**, we must engage in critical self-reflection as we listen to those who have endured centuries of discrimination and intolerance and who deserve to be heard as they share the truth of their stories, experiences, and feelings; and we must seek with great empathy to understand their challenges and their pain;

**WHEREAS**, we must engage the Piedmont schools and wider community in meaningful, honest, and ongoing study about race to address narratives, beliefs, and assumptions that perpetuate a hierarchy of human value based on skin color, to build alliances with those committed to justice for all, and to work together to support our shared conviction that racism must end;

**WHEREAS**, each of us, individually and collectively, is responsible for creating and nurturing an anti-racist learning environment where every child is respected and valued for who they are, regardless of their skin color. We must actively acknowledge, address, and prevent the racial bias that occurs as a result of school district policies, practices and actions and embed those in our Strategic Plan;

**WHEREAS**, we affirm that Black Lives Matter and recognize the need to place racial equity at the center of everything that we do as a school district; we act in solidarity with Black communities and seek to overcome a mindset focused on rescuing people of color. Guided by our Strategic Plan, we will work to change the culture within Piedmont to ensure that all students and their families feel welcome and valued.

**NOW, THEREFORE, BE IT RESOLVED**, the Piedmont Unified Board of Education will stand as allies with our Black students, staff, families, and community and vow to review and revise its policies, procedures, values, goals, and mission to create an unbiased and inclusive environment that is free of discrimination, harassment, and negative stereotyping toward any person or group;

**BE IT FURTHER RESOLVED**, the Board of Education vows to work proactively to eliminate institutional barriers that negatively influence student learning and impede students' equal access, and to use data to identify and take steps to eliminate disparities in educational outcomes for students;

**BE IT FINALLY RESOLVED**, the Board of Education believes that it is incumbent upon the District to educate our White students, staff, and community about White privilege,

White supremacy, anti-Blackness, racial injustice, and anti-racism; to commit to examining our curriculum, staffing, and professional training with a goal to dismantle systems of oppression therein and for continuous improvement; and to prioritize anti-racism work not just in times of acute awareness but ongoing.

**PASSED AND ADOPTED** at a special board meeting of the Board of Education held on July 13, 2020 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

I certify that the above Resolution was adopted and passed by the Board of Education on the date indicated above.

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Randall Booker

Secretary to the Board of Education

Piedmont Unified School District

Alameda County, State of California