

## **RESOLUTION #2020-21-05: COMMITMENT TO EQUITY IN LEMON GROVE SCHOOL DISTRICT**

WHEREAS, the Lemon Grove School District Board of Trustees (Board) believes that the diversity that exists among the district's community of students, staff, parents/guardians, and community members is integral to the district's vision, mission, and goals. Addressing the needs of the most marginalized learners requires recognition of the inherent value of diversity and acknowledgement that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes (BP 0415).

WHEREAS, the Board acknowledges past racial injustices experienced by Lemon Grove School District students, families and staff, as evidenced by the "Lemon Grove Incident" of 1931;

WHEREAS, the Board stands firmly against all acts of individual and systemic racism and bias;

WHEREAS, according to California Education Code 201, California schools have an affirmative obligation to combat racism, sexism, and other forms of bias, and have a responsibility to provide equal educational opportunity to all students;

WHEREAS, California Education Code 220 prohibits discrimination on the basis of disability, gender, gender identity, gender expression, nationality, immigration status, race or ethnicity, religion, sexual orientation, or any other characteristic that are contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code, in any program or activity conducted by the district;

WHEREAS, according to the California School Boards Association's Equity Statement, "Effective school boards are equity-driven, making intentional governance decisions that combat institutional discrimination and bias (both explicit and implicit) and eliminate disparities in educational outcomes based on socioeconomic status, gender, gender identity, gender expression, race, religion, national origin, ethnicity, sexual orientation, disability or family background";

WHEREAS, recent events of police brutality against Black Americans have brought increased scrutiny to systemic and institutionalized racism, and students, parents & staff in Lemon Grove have requested specific actions to combat all forms of racism throughout our district; and

WHEREAS, Our district data shows that not all students are achieving at their full potential. We assert that addressing disparities in educational access and opportunity are the responsibility of *every adult* in the Lemon Grove School District;

THEREFORE, LET IT BE RESOLVED that the Lemon Grove School District Board of Education commits to promoting equity in our district. In recognition of the need for both a long-term commitment and timely changes, the Board directs District leadership, administrators and staff to begin by working together and focusing on the following improvements:

SECTION 1. Implement an Equity Audit at the district and site level in order to, among other things, make recommendations to address existing racism, bias, inequities, and systemic barriers that disadvantage Black, Indigenous, People of Color (BIPOC) students in our district;

SECTION 2. Create a district strategic plan that will serve as a framework for the focus on equity at every level in the district;

SECTION 3. Implement curriculum changes that are racially accurate, sensitive, and inclusive, and substantively and meaningfully incorporate literature, history, and cultural studies curriculum from BIPOC and anti-racist authors. Develop and implement curricula that recognizes the history of Lemon Grove and honors the strength and resiliency of the Mexican families that lived through the “Lemon Grove Incident” of 1931.

SECTION 4. Strive to recruit, hire and retain more educators, counselors, staff, and administrators of color.

SECTION 5. Implement professional development for all school site staff and faculty on implicit bias, racial equity, inclusive curriculum, and proper responses to experiences of racism by students and staff.

SECTION 6. Review district-wide, equitable standards for disciplinary action and make appropriate changes to end implicit/explicit racial bias and bias against students with special needs, including racial disparities in student discipline including detentions, suspensions and expulsions, and disparities for students with special needs.

SECTION 7. Conduct community circles and direct outreach to BIPOC families to determine needs, including academic and social-emotional, and to enact specific supports in response.

SECTION 8. Provide awareness and resources for all staff and students on creating an inclusive environment for students of all sexual orientation and gender identity.

SECTION 9. Implement training and resources for all instructional staff on how to effectively support the access and progress of students with special needs, to ensure equitable access, progress and rigor for students with special needs to prepare them for college and career success.

The foregoing Resolution was adopted at a regular meeting of the Governing Board of the Lemon Grove School District on January 12, 2021, by the vote of:

AYES: \_\_\_\_\_ NOES: \_\_\_\_\_ ABSENT: \_\_\_\_\_