

## **LGUSD BOARD RESOLUTION (Draft)**

### **SUPPORTING SOCIAL JUSTICE, EQUITY, INCLUSIVITY, AND DENOUNCING DISCRIMINATION OF ALL KINDS**

**WHEREAS**, the Los Gatos Union School District is committed to maintaining a safe and positive school environment where all students, staff, parents/guardians and community members are treated equitably, with respect and dignity;

**WHEREAS**, the LGUSD believes that equity requires a commitment to hold high expectations for all students and to allocate resources including time, money, and expertise, in a manner that ensures the success of each and every LGUSD student;

**WHEREAS**, the LGUSD is committed to fostering systems and communities anchored in equity, dignity, love, compassion, kindness, inclusivity and trust;

**WHEREAS**, the LGUSD believes that inclusion among the District's community of students, staff, parents/guardians, and community members is integral to the success of the District's vision, mission, and goals;

**WHEREAS**, the LGUSD prohibits unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, immigration status, socio-economic status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics;

**WHEREAS**, the community response to recent events including the murders of innocent Black Americans, remind us of the persistent racism and social injustice in our society;

**WHEREAS**, the LGUSD fully recognizes the FAIR Education Act, which prescribes the inclusion of the contributions of various groups in the history of California and the United States including, "...a study of the role and contributions of both men and women, Native Americans, African Americans, Mexican Americans, Asian Americans, Pacific Islanders, European Americans, lesbian, gay, bisexual, and transgender Americans, persons with disabilities, and members of other ethnic and cultural groups, to the economic, political, and social development of California and the United States of America, with particular emphasis on portraying the role of these groups in contemporary society.";

**WHEREAS**, America's underserved communities (including women, the LGBTQ community, and people of color) have suffered from the effects of institutional and individual discrimination, including hate crimes and microaggressions;

**WHEREAS**, the LGUSD believes that silence and inaction only serve to perpetuate such injustice, bias, and racism and the LGUSD stands to combat all forms of racism and discrimination, both institutional and individual;

**WHEREAS**, the LGUSD affirms its commitment to ensuring the safety, positive mental health, well-being, and high academic achievement of all students by working with community members to address the traumas caused by systemic racism and other forms of discrimination;

**WHEREAS**, the LGUSD expects District and school site leaders to continuously examine the District's policies and practices in light of the District's beliefs and commitments and to work together to deploy resources and create conditions under which each school, each staff member, and each and every student will have the opportunity to achieve at high levels;

**WHEREAS**, the District desires to improve the public education experience for its underserved students by recognizing and confronting all forms of racism and social injustice; and

**WHEREAS**, the LGUSD recognizes that this work will be challenging, ongoing, often inconvenient, and uncomfortable for many, we will continue to persevere regardless of expected or unexpected barriers.

**NOW THEREFORE, BE IT RESOLVED** that, to meet the LGUSD's beliefs and commitments, the District will implement the following actions:

- Implement and reinforce curriculum and professional development with anti-racist and implicit bias education;
- Consistently utilize curriculum materials (across all grade levels) that examine multiple narratives and power structures, leverage student engagement through debate and inquiry, and provide historical context relevant to current events;
- Consistently create platforms for underserved students and students of color to share their voices and experiences in an effort to better educate the District and its community regarding systemic racism and social injustice;
- Engage District staff and the broader community in learning about effective anti-racist practices;
- Continue to denounce and combat incidents of racism and hate that occur in District schools;
- Invest in recruitment and retention strategies to diversify the District's workforce (recognizing that a more diverse set of teachers and staff is of educational value for all students); and

**BE IT FURTHER RESOLVED**, the LGUSD stands with its underserved students, staff, families and community and vows to reflect upon its policies, values, and goals to ensure its commitments to all.

**BE IT FURTHER RESOLVED**, the LGUSD vows to make decisions with a deliberate awareness of historic and systemic impediments to learning faced by students of color and/or diverse cultural, linguistic or socio-economic backgrounds.

**PASSED AND ADOPTED** by the Board of Trustees of the Los Gatos Union School District, Los Gatos, California at a public meeting thereof duly called and held on February 25, 2021, by the following vote:

AYES: \_\_\_\_\_

NAYS: \_\_\_\_\_

ABSENT: \_\_\_\_\_

ABSTAIN: \_\_\_\_\_

I, Steven Parsons, Board President of the Board of Trustees of the Los Gatos Union School District, do hereby certify that the foregoing is a full and correct copy of a Resolution adopted by the Board at a duly called and conducted meeting held on February 25, 2021.

ATTEST:

\_\_\_\_\_  
Steven Parsons

President, Board of Trustees

\_\_\_\_\_  
Michelle Strachan

Secretary of the Board of Trustees