

LGUSD BOARD RESOLUTION #06-20-21

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 of all kinds as defined by Board Policy, California law and United States law;

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 a wide variety of historically underrepresented groups in the history of California and the United States including, a study of the roles and contributions of these 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;

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 (acknowledging that doing so benefits all students); 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, increase the awareness of, and reinforce curriculum and professional development working to counter racism and implicit bias;
- Consistently utilize grade-level appropriate curriculum materials that examine multiple narratives, privilege, 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 various forms of systemic racism;
- Continue to denounce and combat incidents of racism and hate that occur in or impact District schools and/or the Los Gatos Community;

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

BE IT FURTHER RESOLVED, the LGUSD aims 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, Stephen 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:

Stephen Parsons
President, Board of Trustees

Paul Johnson
Secretary of the Board of Trustees