

**EMERY UNIFIED SCHOOL DISTRICT
RESOLUTION NO. 15: 2020-2021**

RESOLUTION REGARDING THE EQUITY AND INCLUSION COMMITTEE
--

WHEREAS, the Emery Unified Board of Trustees (Board) recognizes the need to promote and support an environment of respect, inclusion, equity, and nondiscrimination for all of its diverse constituents and stakeholders; and

WHEREAS, events of the past year, including, but not limited to 1) the continuing struggle in our broader society to realize its highest ideals regarding equity, inclusion and human rights, 2) social upheaval surrounding the Black Lives Matter movement, and 3) renewed attention to the unjust employment termination of a transgender teacher.

WHEREAS, the Board, on December 14, 2020, formed a committee to promote our community's values of social justice, inclusive practices and equity; and

WHEREAS, this committee shall henceforth be known as the Equity and Inclusion Committee; and

WHEREAS, the Equity and Inclusion Committee shall include a District parent, a District student representative, an Emeryville Teachers Association (ETA) representative, as well as a California School Employees Association (CSEA) representative; and

WHEREAS, the work of the Equity and Inclusion Committee will be to examine our District's history on the subjects of equity, equality, and inclusion, and to develop recommendations that include but are not limited to resolutions, statements and/or strategies to intentionally and openly dismantle any policies or procedures that have in the past perpetuated, or currently continue to perpetuate, inequality, inequity, exclusion, and disrespect in our District; and

WHEREAS, in a step toward addressing injustice and inequity that has occurred in the past, the Board hereby issues, and directs District staff to publish, the following apology on behalf of the Emery Unified School District Board of Trustees in an appropriate manner, including, by way of illustration and not limitation, in a local publication, and on the District's website and social media sites:

The Emery Unified School District Board of Trustees would like to apologize for the employment termination of teacher Steve Dain. Mr. Dain was terminated after returning from gender confirmation surgery in 1975.

As a district, we understand the personal hardships, needless expense and overarching injustice Mr. Dain incurred fighting the unjust decision preventing him from returning to Emery High. We regret

the harmful actions taken by the district at that time. Mr. Dain was right to expect to return to his job.

In no uncertain terms, the current school board would never support the termination of a person due to their gender and/or sexual orientation just as we would not support any negative action based on bias. To ensure that such discrimination does not take place in the future, Board Policies and Regulation now expressly reflect that no student, teacher or staff person may be subjected to discrimination, harassment or bullying based on sex, gender, or sexual orientation (among other protected categories). (See Board Policies and Regulations 0415, 1312.3, 4030, 4031, 4119.1, 4119.11, 4219.1, 4219.11, 4319.1, 4319.11, 5131.2, 5137, 5145.3, 5145.31, 5145.7, 5145.9, <https://emeryusd.k12.ca.us/policies.html>).

Additionally, inspired by past and ongoing events affecting our communities, students and staff, we have formed an Equity Committee of board members, staff and students to examine our history as a district, pursue inclusion and celebrate our diverse community. This committee shall henceforth be known as the Equity and Inclusion Committee. We also see this as an opportunity to include the Curriculum Committee in plans for incorporating LGBTQ and gender inclusive professional development training and resources specifically designed for educators and youth-serving professionals.

In closing, we understand that it is important to face and acknowledge past injustice to move our community forward towards a brighter and more inclusive future. Thank you for entrusting us with your children's education and safety. We do not take the task lightly and we will continue to strive towards excellence and inclusion for all.

In solidarity and with sincerity,

Emery Unified Board of Trustees

Brynnda Collins - Board President

Susan Donaldson - Board Vice President

Kimberly Solis - Board Clerk

John VanGeffen - Board County Representative

Regina Chagolla - Board Trustee

NOW THEREFORE, the Board of Trustees of the Emery Unified School District hereby finds, determines, declares, orders, and resolves as follows:

This Resolution was approved and adopted by the Board of Trustees of the Emery Unified School District on this 10th day of March, 2021, by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____

EMERY UNIFIED SCHOOL DISTRICT

President of the Board of Trustees of the
Emery Unified School District

Attest:

Clerk of the Board of Trustees of the
Emery Unified School District