

**Sioux City Community School District
Board of Education**

RESOLUTION AGAINST RACISM AND DISCRIMINATION, AND FOR SAFE SCHOOLS

WHEREAS, the United States of America Declaration of Independence of 1776 proclaims: "We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness", yet that promise was not extended to all; and

WHEREAS, the Pledge of Allegiance of 1892, reviewed in 1923 and 1954, vowed fealty to the Flag as one Nation, with Liberty and Justice for ALL; and

WHEREAS, the Sioux City Community School District has a diverse population; and

WHEREAS, the District is committed to providing ALL students with an educational experience that provides a learning environment that guarantees physical safety and emotional well-being to ALL students, and access and opportunity to a high-quality education; and

WHEREAS, the assurance that our schools are safe and welcoming for ALL students and their families, is paramount to students being able to achieve; and

WHEREAS, it is time to stop the violence, divisiveness and disregard for human life in our Nation, and to correct the underlying conditions, which include unequal access to a quality education, poverty, institutional discrimination, disproportionate disciplinary measures, ignorance and power disparities that permit these repeated acts of aggression; and

WHEREAS, strong public schools are a vital part of the solution; education is a civil right as the greatest equalizer in our society; and

WHEREAS, we embrace our organizational responsibility to ensure that the principles of humanity, diversity, dignity, justice, equal protection and inclusion are fully integrated into the programs and operations of the District, in order to dismantle any existing policies, practices or culture that perpetuate structural racism, discrimination, prejudice and/or inequities in our schools; and

WHEREAS, success will not be predicted nor predetermined by race, creed, color, religion, national origin, sex, disability, socioeconomic circumstance, mobility, native language, sexual orientation, immigration status, gender identity, marital status, or the level of proficiency upon entering our classrooms; and

WHEREAS, the Board of Education rejects all forms of racism, discrimination, hazing, harassment, intimidation, bullying; cyberbullying, or menacing of students as being destructive to the District's mission, vision, values, and goals, and damaging to our community;

NOW THEREFORE BE IT RESOLVED, that the District will develop and implement a Diversity, Equity and Inclusion Strategic Action Plan with clear and measurable goals, action steps, and accountability.

The Superintendent or his/her designee shall maintain, develop, communicate, and implement administrative policies and procedures, which foster a culture that is safe, inclusive, and welcoming, and that values and celebrates the multiple backgrounds and heritages found within our boundaries; and shall take appropriate action to prevent and/or correct conditions, procedures, actions, disparities or decisions, which are unlawful, unethical, unsafe, disrespectful, disruptive, undignified, or in violation of Board policy.

The Board recognizes the monumental work the District needs to undertake, including implementation of hiring practices that actively seek to expand our job applicant pool to include under-represented groups; training of all staff members, securing literature and culturally sensitive materials, facilitating difficult conversations; engaging and collaborating with the District's families, students, community partners and stakeholders, as their active involvement is essential to our ability to enact change and eradicate hate.

All District staff and the Board shall be diligent in recognizing and addressing bias, discrimination, hazing, harassment, intimidation, bullying, and cyberbullying as per Board policy; be informed of and follow Board policy and procedure related to the handling of complaints; and work together to maintain a District philosophy that treats students and their families with respect, dignity, and courtesy.

This is an important moment of self-reflection and meaningful transformation, committing to doing what is right to protect our children and to create a better society, so future generations can enjoy peace, prosperity, liberty, and justice for all humanity.

BE IT FURTHER RESOLVED that the Board of Directors will review, revise if appropriate, and reaffirm this Resolution annually.

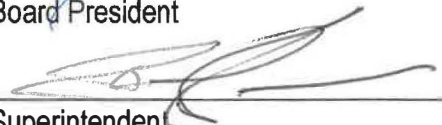
ADOPTED by ACTION of the BOARD this 20 day of July, 2020.

Ayes: Aldarcon-Flory, Albert, Colling, Goodvin,
Greenwell, Saint, Scarlett

Nays: NONE


Board President

7-20-2020
Date


Superintendent

7-20-2020
Date