



East Baton Rouge School Board Commitment to Equity and Eradicating Racism

RESOLUTION

WHEREAS, as school board members, we are committed to actively interrupting systemic racism and eliminating inequities in our education system;

WHEREAS, this racism and disregard of human dignity and life reflect and perpetuate a system within which students, families, and staff of color are hindered by both explicit actions as well as barriers caused by unintentional bias.

WHEREAS, our community and nation's future require that this systemic, institutional bias be dismantled, to promote equity, and ensure ALL children and families are able to thrive;

WHEREAS, education is a key lever for creating this more equitable nation and world, and a tool for dismantling institutional racism;

WHEREAS, our district is committed to promoting equity within and across our schools, in conversation and partnership with students, families, staff, and community stakeholders;

WHEREAS, in moving from planning to action, our district is committed to drawing on the perspective and feedback from the collection of diverse voices to identify concrete actions that must be taken to advance this work, and continuing to ensure that these voices are elevated in decision-making processes.

WHEREAS, as a school board and district we value each and every student, family, and staff member and are committed to creating an equitable system without the barriers of institutional racism

WHEREAS, we recognize that the experiences and outcomes in our district are not consistent for historically underserved and marginalized groups.

THEREFORE, BE IT RESOLVED, by the East Baton Rouge Parish School Board that:

1. The East Baton Rouge Parish School Board commits to its own work as individuals and our collective work overseeing the district in continuing to become equitable in policies and practices that dismantle racism. This will include board member and community participation in the Dialogue on Race Original Series during the fall of 2020.

2. The East Baton Rouge Parish School Board calls on and commits to working with our local governmental agencies to strengthen the collective work of diversity, equity, and inclusion in our community.

LET IT FURTHER BE RESOLVED, that the East Baton Rouge Parish School Board shall take specific action to revise its governance tools - goals, procedures, and budget - to reflect this focus on equity and anti-racism:

1. The East Baton Rouge Parish School Board commits to completing a full revision of its Strategic Plan prior to the commencement of the 2021-2022 school year, holding diversity, equity, and inclusion at the center of this work. These revised goals will allow monitoring and transparency of progress by the Board and stakeholders.
2. The East Baton Rouge Parish School Board commits to reviewing and revising all existing School Board Policies over the course of the 2020-21 school year, adopting revisions to each as necessary to ensure a focus on equity and on policies and practices that dismantle racism.
3. The East Baton Rouge Parish School Board will support the efforts of district and school administration and staff to incorporate a curriculum that presents an accurate representation of contributions of all cultures and how the concept of race impacts all subjects.
4. The East Baton Rouge Parish School Board commits to holding true to these resolutions when reviewing and approving the district budget to ensure adequate funding to support this work.

ADOPTED THIS _____ DAY OF _____, TWO THOUSAND AND TWENTY.

Michael Gaudet
School Board President

Warren Drake
Superintendent of Schools