

ORLEANS PARISH SCHOOL BOARD
RESOLUTION NO. 11-20

The following resolution was offered by _____ and seconded by

_____.

A resolution of the Orleans Parish School Board approving the engagement of a consultant to evaluate School District policies, practices, and procedures to develop a racial equity plan to ensure that racism does not affect outcomes and experiences for our students and families.

WHEREAS, the Orleans Parish School Board (OPSB) is outraged by the killing of George Floyd and deeply shaken by the persistent racial violence and systemic racism we continue to see across our country;

WHEREAS, many current inequities are sustained by historical legacies and structures and systems that repeat patterns of exclusion, and institutions and structures have continued to create and perpetuate inequities, despite the lack of explicit intention;

WHEREAS, the city of New Orleans is not exempt from our country's racist history that is still pervasive in today's systems;

WHEREAS, it is not enough for the OPSB to be outraged at the murder of George Floyd, Ahmaud Arbery, Breonna Taylor and too many other unarmed Black people because of hate, lack of human decency or moral character;

WHEREAS, understanding this truth, it is important that OPSB leads in the efforts to disrupt the patterns of racial inequality that permeate our system;

WHEREAS, it is our responsibility to educate all students to be successful in "...Life, Liberty and the Pursuit of Happiness" and because our efforts are hindered by an unjust systemic racist America, we intend to be proactive in dismantling the pillars of unequal justice, bigotry and oppression;

WHEREAS, OPSB has always strived to do our part to bring equitable solutions to systemic problems only to have our efforts undermined by institutional legislation, policies, and mandates at the highest levels of government and from within our communities, and we must have the resolve to confront the problem at every level as part of a greater conversation and in partnership with governmental agencies, the business community, nonprofits, clergy, neighborhood associations and others with the guidance and input from undoing racism and human development organizations;

WHEREAS, all partners should be doing what is within their control, we will audit our policies and procedures, and will encourage and support OPSB-authorized schools to do the same in partnership with OPSB, and use the strategic analysis to craft a racial equity plan that

addresses the daily structures of our system and that will improve the outcomes and experiences for our students and families;

WHEREAS, for the tragic killings of George Floyd, Ahmaud Arbery, Breonna Taylor, and countless other victims reminds us that we must continue to do the work within our system to create a safe environment free of racism or social inequity for all of our students and staff;

WHEREAS, in order to do so, we will have to evaluate our current policies, practices and procedures, determine which among them perpetuate systemic racism, and discard all those that are oppressive and replace them with anti-racist substitutes; and

WHEREAS, because this work cannot be done without resources, we shall make resources available for research, planning, implementation, and evaluation.

NOW THEREFORE BE IT RESOLVED that OPSB approves the engagement of a racial equity consultant to provide a root cause analysis of our current system and coordinate with NOLA Public Schools to create a racially equitable organizational structure, including action teams within and between departments and with community, and to develop a racial equity plan within and across departments, which addresses structural racism and improves the overall experience of students and parents within our school system.

BE IT FURTHER RESOLVED that the consultant will be engaged in the following scope of work:

- Evaluate the current practices of our system and determine which practices, particularly those related to school accountability, workforce contracting, discipline, community engagement, HR practices, and communications, are leading to the most disproportionate outcomes according to race;
- Interview various stakeholders of our school system, including parents, students, school leaders, charter board leaders, NOLA-PS staff, community members, etc.;
- Research best racial equity and anti-racist practices across the city, state and country;
- Present initial assessment that OPSB may begin to consider no later than Fall 2020, with the goal of completing all policy recommendations by or before June 2021.

BE IT FURTHER RESOLVED that the specific goals for the consultant will include:

- Develop a racial equity plan for the District, within and across departments, inclusive of goals and vision rooted in an anti-racist and equity lens;
- Identify areas of disparities based on race in the hiring, retention, promotion and compensation of NOLA-PS District staff;
- Identify areas of racial disparities in our discipline data and create solutions;
- Address key questions, including the following:
 - Should racial equity training be a core consideration to conduct business with potential contractors of the central district of NOLA-PS?
 - Should all NOLA-PS District staff and OPSB board members receive on-going racial equity training?
 - Should NOLA-PS schools offer students “Know Your Rights Training?”

- Are students receiving adequate differentiated resources (wraparound services and academic supports) for direct service and access to curriculum that is representative of their cultures and perspectives?
- Are the School Resource Officers (SROs) consistently trained with restorative justice practices and positive behavioral supports and interventions?
- Should the District require schools to engage in ongoing Professional Development and conversation about how teachers and school staff can effectively facilitate discussions about racism and racial equity?
- Who will benefit from or be burdened by the proposals? What are the strategies for advancing racial equity or mitigating unintended consequences?
- Identify clear ways to ensure accountability, communication, and evaluation of the results provided by the consultant.

BE IT FURTHER RESOLVED that OPSB will receive the strategic guidance of the consultant's research and recommendations and use this information to proactively address any issues in our system by crafting a racial equity action plan that addresses the daily structures of our system that will improve outcomes and experiences for our students and families.

This Resolution having been submitted to a vote, the vote thereon was as follows:

YEAS:

NAYS:

ABSTAINING:

ABSENT:

PASSED AND ADOPTED AT THE ORLEANS PARISH SCHOOL BOARD BUSINESS MEETING held at Timbers, 2401 Westbend Parkway, Multi-Purpose Room 1050, New Orleans, Louisiana on the 11th day of June, 2020.

ORLEANS PARISH SCHOOL BOARD

Ethan Ashley, President