

SALINAS UNION HIGH SCHOOL DISTRICT

RESOLUTION #20-106 TO SUPPORT BLACK LIVES MATTER

WHEREAS, the Salinas Union High School District believes that public schools have a positive impact every day on the lives of students, staff, the Board of Trustees and the community; and

WHEREAS, the Salinas Union High School District Board of Trustees believes that racism and racial injustice have no place in our society and recent examples demonstrate disproportionately of the impact of racial injustice on African American and Black lives; and

WHEREAS, throughout our nation's history, institutional and structural racism and injustice have led to deepening racial disparities across all sectors of society and have lasting negative consequences for our communities, cities, and nation; and

WHEREAS, the Board of Trustees is committed to maintaining a safe, positive school environment where all students, staff, parents/guardians, and community members are treated with respect and dignity; and

WHEREAS, the Board of Trustees believes that the District's diverse community of students, staff, parents/guardians, and community members is integral to the success of the District's vision, mission, and goals and that racism and racial injustice are in direct opposition to the District's values; and

WHEREAS, addressing the needs of the most marginalized learners requires recognition of the inherent value of diversity and acknowledgement that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes; and

WHEREAS, the Salinas Union High School District has aligned resources towards equity and access for all students through implementing initiatives to increase access to rigorous course work for under-represented students, increase academic and social emotional supports, and to move towards restorative justice practices;

WHEREAS; the Salinas Union High School District believes there is no place for Hate Speech, bullying, harassment, and intimidation; and

WHEREAS; the Salinas Union High School District acknowledges that Black Lives Matter and as an institution of education there is more that can be done systemically to address racism; and

NOW, THEREFORE, BE IT RESOLVED AND ORDERED, the Salinas Union High School District Board of Trustees stands strongly with our Black students, staff, families, and community; and

BE IT FURTHER RESOLVED AND ORDERED, the Salinas Union High School District Board of Trustees is committed to reflecting upon its policies, values, goals, and missions to ensure its commitment to all, and to creating an unbiased and inclusive District free of discrimination, harassment and negative stereotyping toward any person or group; and

BE IT FURTHER RESOLVED AND ORDERED, the Board of Trustees vows to work to proactively identify and remove class and cultural biases and institutional barriers that may negatively influence student learning, perpetuate achievement gaps, and impede equal access to opportunities for all; and

BE IT FURTHER RESOLVED AND ORDERED, the Board of Trustees vows to make decisions with a deliberate awareness of impediments to learning faced by students of color and/or diverse cultural, linguistic, or socio-economic backgrounds; and

BE IT FURTHER RESOLVED AND ORDERED, a safe space will be created within the District's schools and classrooms for dialogue and support on issues faced in communities related to race and racial injustice as well as the those within the educational process; and

BE IT FURTHER RESOLVED AND ORDERED, The Board of Trustees commits to training in Governing for Racial Equity, awareness of Anti- Blackness, Diversity, Inclusion and Unconscious Bias; and

BE IT FURTHER RESOLVED AND ORDERED, that quality restorative justice practices be expanded and deepened District-wide, with the focus of training all staff in those practices; and

BE IT FURTHER RESOLVED AND ORDERED, that the District declares Black Lives Matter in our Schools throughout the academic school year and that the week of Feb 1- 7 will be emphasized to celebrate the contributions of Black Americans as the commencement of Black History Month; and

BE IT FURTHER RESOLVED AND ORDERED, the District will engage African American members as part of an advisory group to assist in reviewing policy and curriculum as well as establishing quality intentional dialogue about racism and racial injustices to include making recommendations to the Superintendent and Board of Trustees for the elimination of hate speech, bullying and harassment directed at Black students and staff.

BE IT FURTHER RESOLVED AND ORDERED, that actions will be taken to eliminate biases, racial micro-aggressions, Micro insults, and with particular emphasis on eliminating the N-Word (including translations) from campuses, playing fields, and social media; and


BE IT FURTHER RESOLVED AND ORDERED, incidents and school-wide quantitative and qualitative data will be collected annually as related to race and discipline, fears, cultural, ignorance, and stereotypes of Black youth, Black Parents/Guardians, Black Staff; and

BE IT FURTHER RESOLVED AND ORDERED, the District commits to training of school staffs in methods of de-escalation, mindfulness, creating a culture of trust, and cultural relevance; and

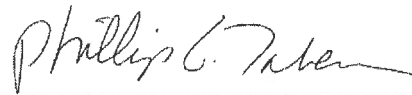
BE IT FURTHER RESOLVED AND ORDERED, that the District will review policies and practices for hiring, retaining and promoting staff to ensure there are no systemic barriers for the advancement of Black staff; and

PASSED AND ADOPTED by the Board of Trustees of the Salinas Union High School District, Salinas, California at a public meeting thereof duly called and held on August 11, 2020.

AYES: 6
NAYS: 0
ABSENT: 1
ABSTAIN: 0



Sandra Ocampo - President



Phillip Tabera - Vice President



Kristina Szasz-Jones - Clerk



Patty Padilla - Salsberg



Anthony Rocha



Jorge Rojas



Carlos Rubio



Dan Burns - Superintendent