

GRAFTON PUBLIC SCHOOL COMMITTEE: ANTI-RACISM RESOLUTION

DATE: June 30, 2020

WHEREAS, as schools have the responsibility to equip students with their civil right of obtaining a free and appropriate public education, it is the responsibility of each school to ensure we create a welcoming community for ALL students; and

WHEREAS, it is the responsibility that every district provide to all district staff, including School Committee members annual professional development on diversity, equity and inclusion; and

WHEREAS, every district will commit to recruiting and retaining a diverse and culturally responsive teaching workforce; and

WHEREAS, every district will examine their policies for institutional and systemic racialized practices and implement change with sustainable policies that are evidence based; and

WHEREAS, every district will incorporate into their curriculum the history of racial oppression and works by black authors and works from diverse perspectives; and

WHEREAS, we as school district leaders can no longer remain silent to the issues of racism and hate that continue to plague our public and private institutions;

RESOLVED: that Grafton Public Schools and all the school districts in the Commonwealth must guarantee that racist practices are eradicated, and diversity, equity and inclusion is embedded and practiced for our students, families, faculty and staff.

RESOLVED: that the superintendent shall work with applicable stakeholders to draft legislation to be voted on at the next school committee meeting creating a Equity and Inclusion Taskforce to address systemic racism within Grafton Public Schools .

SUGGESTION

OR: In a manner compliant with applicable collective bargaining agreements, the Grafton Public Schools shall appoint an Equity and Inclusion Taskforce charged with providing concrete recommendations to be voted on by the School Committee requiring five pillars of change in Grafton Public Schools:

1. Teacher Education and Professional Development including anti-racist workshops, requiring teachers to engage in vigilant self-awareness;
2. Acknowledgement of White Supremacy and racism, lack of inclusion and inequities in GPS;
3. Teaching Representative History
4. Talking About Race with Students; and
5. Allyship - When You See Something, Say Something

Said task force Taskforce shall include two teachers, two administrators, two union officials representatives, two school committee members, two high school students, two parents, two members of minority interest groups, and 1 additional stakeholder. Each member shall be appointed by the superintendent and confirmed by the school committee, or in a manner consistent with collective bargaining agreements. The task force shall elect their own officers including a chair, vice chair, and clerk, , and other stakeholders.

We must ensure our own school culture and that of every district in the Commonwealth is anti-racist, that acknowledges that all lives cannot matter until black lives matter.