



**KINGS LOCAL SCHOOL DISTRICT
ANTI-RACISM RESOLUTION**

**A RESOLUTION DENOUNCING ALL FORMS OF RACISM, PREJUDICE AND
DISCRIMINATION**

WHEREAS, The Kings Local School District believes that combating racism in our district is a legal and moral imperative. Personal and institutional racism have historically existed and continue to exist in our community. Educators and administrators play a vital role in eliminating racism in our schools by understanding the manifestations of racism and creating culturally inclusive learning and working environments. We are committed to dismantling educational systems that directly or indirectly perpetuate racism through teaching, policy and practice. We believe personal prejudice and bias is learned and can be unlearned, and are committed to this goal.

WHEREAS, The Kings Local School District is an anti-racist establishment and is committed to:

- addressing racism;
- ensuring action to support victims of racism;
- ensuring existing school policies address inappropriate behavior around racism and other discriminatory practices;
- recording and reporting racist incidents.

NOW, THEREFORE, BE IT RESOLVED by the Kings Local Schools Board of Education

SECTION 1. The Kings Local Schools Board and the Kings Local School District strongly denounce any forms of racism, bigotry, disrespect or insensitivity to any member of the community as being in direct opposition of our goals, values, mission and vision. The Kings Local School District will further its commitment to anti-racist leadership and fostering inclusive educational environments where each student and staff member feels a sense of belonging and is treated with dignity and respect.

Section 2. The Kings Local School District hereby resolves to take specific actions to address this important issue through, and to further promote equitable opportunity and engagement in

the provision of the District's services, programs and policies. The Kings Local School District is committed to:

- Establishing and sustaining a school environment that is responsible for eliminating, addressing and preventing any actions that result from and perpetuate racism. There will be no tolerance of all forms of racism as referenced in Policy # 2260 Nondiscrimination and Access to Equal Educational Opportunity;
- Curriculum and instructional materials for all grades shall reflect cultural and racial diversity and include a range of perspectives and experiences, particularly those of historically underrepresented groups of color;
- Maintaining a safe learning environment, where each student and staff member is respected and valued for who they are no matter their color, race, nationality, religion, sex, sexual orientation, ancestry, age, physical or mental disability, gender identity, status of being homeless or immigration status;
- Embracing and respecting the diversity of cultures, backgrounds, faiths and beliefs and celebrating the home languages, dialects and accents of all students, staff and others associated with the school;
- Continuing to enhance and expand our Diversity Plan, while consistently measuring outcomes through data, updating as needed and reporting this information with full transparency. This report shall include evidence of growth in each area;
- Eliminating inequitable practices and cultivating the unique gifts, talents, and interests of every student to end the predictive value of social or cultural factors, such as race, class, or gender, on student success;
- Challenging bias and fostering an environment that promotes cultural competencies and model intentionality in such;
- Monitoring and adapting anti-discrimination policies and procedures to ensure that each student and staff member is afforded a respectful and supportive learning environment.

SECTION 3: The Kings Local School District is committed to researching and considering the following resources to guide our efforts. These resources include but are not limited to:

[National Board's Equity Standards](#)

[Courageous Conversations About Race](#)

[Courageous Conversations Protocol](#)

[Implicit Bias Analysis Guide.pdf](#)

[Discussion Guide Courageous Conversations About Race in Schools](#)

[Courageous Conversations About Race in Schools - National Network of State Teachers of the Year](#)

[Continuum on Becoming an Anti-Racist Multicultural Institution](#)

[SOCIAL JUSTICE STANDARDS](#)

SECTION 4: This Resolution shall take effect at the start of the 2020-2021 school year.



Peggy Phillips, Kings Local Schools Board President



Tim Ackermann, Kings Local School Superintendent