

Brookfield Board of Education

Resolution on Promoting Diversity & Equity Adopted _____, 2020

WHEREAS, we believe that ALL students should be inspired to attain and apply the knowledge and skills and attributes that lead to personal success while becoming a contributing member of a dynamic global society;

WHEREAS, we support the Strategic Coherence Plan, intended to encourage the achievement of all of our students;

WHEREAS, we know that every student in our care has the right to an equitable educational experience - regardless of race, religion, ability, ethnicity, identity, socioeconomic status, or gender;

WHEREAS, we agree that institutional racism and bias promote barriers to student learning, create academic gaps, and directly conflict with the core values and beliefs of Brookfield Public Schools;

WHEREAS, we must vow to confront all incidents of inherent bias and racism in our schools and hold all individuals accountable for their actions;

WHEREAS, we value differences in others' beliefs, intellectual ideas, and backgrounds;

WHEREAS, we promote an appreciation of diverse cultures, groups, people, and perspectives;

WHEREAS, we celebrate the individual academic, social, and civic contributions of individuals within our school community;

WHEREAS, student, parent, staff, and community voices are integral in building a climate of trust, respect, and dignity while creating opportunities that minimize disparities in educational outcomes;

WHEREAS, we believe that continuous improvement requires the courage to change long-standing biases and institutional norms;

WHEREAS, we believe that in order to develop and implement a plan for the ensuring that our schools eliminate racial bias,

Now, therefore the Brookfield Board of Education establishes a Diversity, Equity and Inclusion Committee, which is charged with:

- supporting development of instructional activities, extracurricular opportunities, and field experiences that promote a richer awareness of culture and racial diversity;
- reviewing and monitoring policies on diversity, inclusion, and equity;
- reviewing curriculum in grades K-12 through the lens of multicultural and diverse perspectives;

- establishing a clear protocol that records and reports incidents of racism occurring within the schools and holds all staff and students accountable for their actions;
- reviewing and employing mechanisms (e.g., anonymous tips, trusted adults) to allow students and staff to share sensitive or confidential information that will help in the investigation of acts of bullying, harassment, and racism;
- continuing to research and implement best practices and social/emotional programs and resources to ensure that every student feels safe in a supportive environment;
- determining where our schools may be falling short in promoting understanding, respect, caring, problem solving, conflict resolution, anti-bullying, etc.
- providing training for all staff aimed at maintaining a safe, inclusive, and equitable learning environment for all students, including students of color; and,
- supporting the Superintendent's initiatives in creating community conversations in diversity and equity that will lead to systemic improvements.

While the Board recognizes that it is difficult to develop quantifiable metrics for the results of all the work of this Committee, these are indicators of progress made:

- Lessening or elimination of the student achievement gap between students of different races, socio-economic backgrounds;
- Cultural competency throughout the school system, especially in communications between students, Staff and members of the community;
- Results of surveys of students and staff on whether they feel valued and supported in the system.