

FRANKLIN-McKINLEY SCHOOL DISTRICT

Resolution No. 2020-06

Recognizing the Franklin-McKinley School District's Commitment to Equity and Establishing the Diversity, Equity, Inclusion and Belonging (DEIB) Standing Committee of the Franklin-McKinley School District Board of Education

WHEREAS, California has one of the largest and most diverse student populations in the nation. Ethnic minorities account for over 71 percent of the student population, with more than 90 languages spoken in public schools. The Franklin-McKinley School District is representative of these diverse demographics that make our State great and that we have a commitment to serving all students as well as staff from all backgrounds, driven by our mission “to prepare all children as global learners”;

WHEREAS, the Franklin-McKinley School District recognizes that Diversity, Equity, Inclusion and Belonging (DEIB) are critical priorities grounded in compelling moral and ethnic principles as well as solid empirical evidence, such as the finding that diverse and inclusive organizations and workplaces are more innovative, creative, productive, resilient, and effective (Gupta, Richa, “Workforce Diversity and Organizational Performance” 2013) and that racially diverse organizations tend to outperform industry norms by 35% (McKinsey, 2015);

WHEREAS, the Franklin-McKinley School District recognizes that when educational organizations are committed to enhancing diversity, equity and inclusion, student learning and outcomes improve. Students benefit from seeing themselves mirrored in the front of the classroom, in administration, in curriculum, in community events, and holiday celebrations: it is about making our students, as well as our staff, visible and embraced within our district. Not only does increasing equity give our students more opportunities to visualize a successful future, it also exposes them to more ideas, information and cultures, all of which are necessary to thrive in a diversifying global economy;

WHEREAS, the Franklin-McKinley School District recognizes that a diversity of perspectives not only produces a more energized and dynamic work and academic environment for our staff and students, it also leads to better organizational decision-making in human resources, business and educational services;

WHEREAS, the Franklin-McKinley School District is committed to providing excellent professional and educational opportunities to all staff and students, embracing all backgrounds such as race, gender, ethnicity, national origin, income, sexual orientation, or ability, and is guided by the core values of student learning, positive interdependence, quality performance, inclusivity, integrity, and respect;

WHEREAS, the Franklin-McKinley School District recognizes the need and importance for culturally relevant training and on-going professional development of educators, administrators, and staff in regards to diversity, equity, inclusion and belonging as well as race, ethnicity, class, privilege, implicit bias and systems of oppression;

WHEREAS, the Franklin-McKinley School District recognizes the need and importance for culturally relevant instruction and curriculum for students in regards to diversity, equity, inclusion and belonging as well as race, ethnicity, class, privilege, implicit bias and systems of oppression;

WHEREAS, the Franklin-McKinley School District Board of Education “is committed to providing equal opportunity for all individuals in education. District programs, activities, and practices shall be free from unlawful discrimination, including discrimination against an individual or group based on race, color, ancestry, nationality, national origin, ethnic group identification, age, religion, marital, pregnancy, or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, or genetic information; a perception of one or more of such characteristics; or association with a person or group with one or more of these actual or perceived characteristics.” (0410 Franklin-McKinley School District Board Policy: Non-Discrimination in District Programs and Activities) The Board shall promote programs that ensure discriminatory practices are eliminated in all District activities;

WHEREAS, the Franklin-McKinley School District “supports diversity, equity, inclusion and belonging efforts that support both students and staff of all backgrounds, but especially of underrepresented and minoritized communities” [Resolution No. 2019-40: Supporting Ethnic Studies for ALL. A Resolution in Support of AB 331 (Pupil Instruction: High School Graduation Requirement: Ethnic Studies) and AB 1460 (California State University: Graduation Requirement: Ethnic Studies) passed in November 12, 2019 by the Franklin-McKinley School District Board of Education];

WHEREAS, the Franklin-McKinley School District believes that the diversity that exists among the district's community of students, staff, parents/guardians, and community members is integral to the district's vision and goals, and that addressing the needs of **all** students, particularly those students who have been most underserved by the education system, 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;

WHEREAS, it is incumbent on the Board of Education to ensure that all schools support all students to achieve academic success;

WHEREAS, the window to change the trajectory of student achievement is short and must entail a sense of urgency;

WHEREAS, in order to achieve a culture of equity in the district, set student-first, data-driven policies, and make decisions focused on school improvement, the Board of Education must have guiding set of priorities;

NOW, THEREFORE BE IT RESOLVED, the Franklin-McKinley School District believes that in order to eradicate institutional bias of any kind, including implicit or unintentional biases and prejudices that affect student achievement, and to eliminate disparities in educational outcomes for students from historically underserved and underrepresented populations, the district shall proactively identify class and cultural biases as well as practices, policies, and institutional barriers that negatively influence student learning, perpetuate achievement gaps, and impede equal access to opportunities for all students;

BE IT FURTHER RESOLVED, that the Franklin-McKinley School District Board of Education shall explicitly commit to equity and shall make decisions with a deliberate awareness of impediments to learning faced by students of diverse cultural, ethnic, linguistic, and/or socioeconomic backgrounds. To ensure that equity is the intentional result of district decisions, the Board shall consider whether its decisions address the needs of students from racial, ethnic and indigent communities and remedy the inequities that such communities experienced in the context of a history of exclusion, discrimination and segregation. Board decisions shall not rely on biased or stereotypical assumptions about any particular group;

BE IT FURTHER RESOLVED, The Franklin-McKinley School District Board of Education establishes an DEIB Committee, as a standing committee of the Franklin-McKinley School District Board of Education with the year-round task of developing DEIB based initiatives and policies for our District and Board of Education to adopt with the ultimate aim to create the most diverse, equitable, and inclusive workplace for our staff and educational environment for our students, so that our mission “preparing all children as global learners”;

BE IT FURTHER RESOLVED, that the DEIB Committee will:

- Be comprised of a Board member, two community leaders, a representative from Student Services, Human Resources, and Business departments, two site administrators, two classified and two certificated staff, two students, and two parents.
- Schedule their first meeting within 90 days of this resolution and set their quarterly meeting schedule for the year and draft the DEIB Committee’s Charter;
- Adopt a definition and vision of equity that objectively sets the standard of achievement for every student;
- Develop annual policy and initiative priorities and begin the process of drafting district-wide equity policy and reviewing current Board policies;
- Develop an objective framework to guide the allocation of resources, evaluate District and school performance, promote transparent communication, and foster equitable student achievement goals;

BE IT FURTHER RESOLVED, that the Franklin-McKinley Board of Education will:

- Review the current Board vision and mission statement and ensure adequate alignment to Equity priorities during the annual Board retreat
- Assign a Board member to DEIB Committee (assigned by Board president as with other Board committees)
 - The Board representative shall develop guidelines that support the creation of safe spaces when engaging in equity work.
 - Facilitate the first DEIB Committee meeting
- Provide the DEIB Committee with a scope, expectations, essential questions, metrics, a timeline and necessary support.
- Approve and monitor the timeline for all actions established by the

Resolution and adjust timeline as needed

BE IT FURTHER RESOLVED, that the District Staff will:

- Communicate the DEIB Committee updates on District platforms including website, social media, and newsletters including:
 - Marketing the opportunity to serve on the DEIB Committee to a diverse set of community members, educators, and parents who would like to sit on the DEIB Committee prior to the first meeting
 - Quarterly communication around equity priorities and the progress of the DEIB Committee
- Provide student data from current district assessments to the DEIB Committee (within the bounds of student privacy laws).
- Assign District representatives to sit on the DEIB Committee
- Provide updates to the Board at least annually

BE IT FURTHER RESOLVED, that the on-going tasks of the DEIB Committee include:

- Review current Board policies and identify ways that those policies support or inhibit equity in our schools and classrooms
- Evaluate the LCAP spending, with a review of the current LCAP process, through the equity lens and indicate how the LCAP supports or inhibits student growth in subgroups that have historically underperformed
- Prioritize communication relating to the equity priorities
- Monitor student progress toward achievement goals and provide recommendations and solutions to the Board
- Examine the budget with an equity lens and identify areas where allocation of human and capital resources do not effectively address equity

PASSED AND ADOPTED by the Board of Education of the Franklin-McKinley School District at a regular meeting held on the 28th day of January, 2020, by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

ABSTENTION: _____

Maimona Afzal Berta, Vice President
Franklin-McKinley School District