

*Resolution No. 2-2020/21*  
*Racial Equity*

**WHEREAS**, the Madera Unified Community Compact acknowledges our guarantee to all stakeholders - students, parents/families, staff, community partners, taxpayers, leadership and trustees - that our identity and philosophy are built upon our best traditions and aligns modern student needs with the highest level research and professional learning; and

**WHEREAS**, The MUSD Governing Board believes in fair and equitable opportunities to empower students to learn deeply and live long healthy lives with the widest array of career opportunities; and

**WHEREAS**, the Board of Education 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

**WHEREAS**, that racism and racial injustice are in direct opposition to the District's critical work of creating and sustaining a culture enabling Madera Unified students to experience an unparalleled educational journey that is intellectually, socially and personally transformative; and

**WHEREAS**, The Governing Board is committed to equal opportunity for all individuals in education, evidenced in district programs, activities and practices that are free from discrimination, including discrimination against any 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; and

**WHEREAS**, MUSD prevents unlawful discrimination, including discriminatory harassment, intimidation, retaliation and bullying of students at district schools or in school activities and to ensure equal access of all students to the educational program; and

**WHEREAS**, Madera Unified School District is fully committed to creating a positive learning environment in which all adult professionals learn or acquire, employ, and teach strategies to improve cultural intelligence, violence and bullying prevention, utilizes consistent district-wide alternative discipline models (e.g. Restorative Justice,

Positive Behavior Intervention Systems, Response to Intervention) and emphasizes high expectations for student and employee conduct, responsible behavior, and mutual respect for others; and

**WHEREAS**, the Board of Education is committed to maintaining a safe, positive school environment free from physical and psychological harm where all students, staff, parents/guardians, and community members are treated with respect and dignity; and

**WHEREAS**, the district shall identify and address potential risks to social, emotional, and mental well-being of its students and staff and shall provide resources as available to foster a positive school climate at every school; and

**WHEREAS**, public schools have a positive impact every day on the lives of countless students; dedicated school board members and school district employees who work countless hours to provide for the needs of learners of all ages and backgrounds; and

**WHEREAS**, the Madera Unified School District Board of Education believes that racism and racial injustice have no place in our society and is distraught by the continued stream of casualties and abuse seen throughout the nation and is saddened for the families who have been destroyed and the loved ones lost. Racial injustice has disproportionately impacted students of marginalized ethnicities and races; 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**, 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 treatment of, access to opportunities, and supports provided to students and the resulting outcomes; and

**WHEREAS**, the Madera Unified School District shall focus on equity and access for all students with an intense focus on under-represented populations by way of implementing initiatives that promote increased access to rigorous coursework for under-represented students, imbed academic and social emotional supports, and integration of the principles of culturally appropriate restorative justice, and utilization of Professional Learning Communities and student shadowing as vehicles to build capacity in our staff to understand and respond to student needs; and

**WHEREAS**, the Madera Unified School District shall embed racial equity into the curriculum, goals and metrics of our District; and

**WHEREAS**, the district shall engage local and external “equity experts” in the process of refining and implementing strategies, tactics and initiatives; and

**WHEREAS**, the district shall engage local and external experts in designing and implementing a broad community dialogue to learn together about the root causes of our current racial inequities and best practices for overcoming them; and

**NOW, THEREFORE, BE IT RESOLVED**, the Madera Unified School District Board of Education stands strongly among our students, staff, families, and community and vows to reflect upon its policies, values, goals, and missions to ensure its commitment to all, and to creating an unbiased, equitable and inclusive society free of discrimination, harassment and negative stereotyping toward any person or group through education; and

**BE IT FURTHER RESOLVED**, the Board of Education vows to work to proactively identify class and cultural biases as well as practices, policies, and institutional barriers that may negatively influence student learning, perpetuate racism, inequities and achievement gaps, and impede equal access to opportunities for all students 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 under-represented populations; and

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

**BE IT FURTHER RESOLVED**, the Board of Education believes that it is incumbent upon the District, to educate our students, staff, leaders, and community about racism and racial injustice and is committed to continuing to examine coursework and professional trainings in the spirit of continuous improvement and that this work must be done not just in times of acute awareness; and

**BE IT FURTHER RESOLVED**, the Board of Education believes that the true measure of our commitment to educational equity cannot be measured by how we treat students who are rich, privileged, powerful and respected among us. The true measure of our character is how we treat all students, and especially those who are poor, disfavored, disenfranchised, English learners, homeless, foster youth and accused.

**BE IT FINALLY RESOLVED**, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when students have what they need to thrive, no matter where they live or what school they attend. When we achieve racial equity: Students, including students of color, will graduate having the ability to be successful owners, planners, and decision-makers in the systems that govern their lives. We acknowledge and account for past and current inequities, and provide all students, particularly those most impacted by racial inequities, the infrastructure needed to thrive. All students benefit from a more just, equitable system.

**NOW THEREFORE, BE IT RESOLVED** that the Madera Unified School Board hereby proclaims and recognizes on this \_\_\_\_\_, that be declared our full commitment to racial equity throughout Madera Unified School District.

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Board President

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Board Clerk