**SAMPLE**

**Resolution**

**Equity and Justice in Education**

**WHEREAS,** the **\_\_\_\_\_\_\_ Board of Education** believes that schools play an active role in shaping the values of citizens and future leaders; and

**WHEREAS,** the board of education believes that successful citizens and leaders possess open minds, embrace diversity and combat all forms of bias and prejudice including but not limited to racism, sexism, ageism, religious prejudice, classism, homophobia and nationalism; and

**WHEREAS,** the board of education shall to strive to incorporate and promote justice and equity in all aspects of school operations;

**NOW, THEREFORE, BE IT RESOLVED that the \_\_\_\_\_\_\_ Board of Education directs the** chief school administrator to promote justice and equity in all aspects of school operations including but not limited to:

1. Employment opportunities, including recruitment, hiring, promotion, training, transfer, separation from service, recall to service, compensation, and benefits.
2. Curriculum that minimizes a student’s exposure to implicit bias and teaches the contributions of individuals from diverse cultures, races and backgrounds including but not limited to African-Americans, persons with disabilities, individuals who identify as lesbian, gay, bisexual, and transgender (LGBTQ), as well as other legally recognized protected classes;
3. Curriculum materials that are written and published by individuals from diverse genders, cultures, races and backgrounds including but not limited to African-Americans, persons with disabilities, and individuals identifying as lesbian, gay, bisexual, transgender, or queer (LGBTQ);
4. Equitable access to school equipment and resources including but not limited to technology and necessary infrastructure to maintain access to technology, liberal arts, and media resources;
5. Equitable access to school programs and resources for all students including students with disabilities. Programs and resources include but are not limited to guidance and counseling services, the gifted and talented program, extracurricular activities and athletics;
6. Equity in the application of conduct and discipline policy and the code of student conduct to ensure that no specific class of student is disproportionately represented in detentions, suspensions and expulsions;
7. Equity in class assignments, particularly in qualification for and the placement of students in advanced classes;
8. Equity in grading practices, with the use of assessment tools designed to identify skills that students actually possess;
9. Professional development opportunities as part of the district professional development plan on topics related to combating bias and prejudice in school operations;
10. Developing effective intervention and referral procedures and remediation options for students and for more systemic problems at the class, grade and school levels.