

San Carlos Charter Learning Center
Resolution No. 3-2019-20

WHEREAS: Schools should create pathways to freedom and social justice for people of all races;

WHEREAS: Schools have a responsibility to demonstrate the courage and skills to confront systemic racism and societal bias and recognize the many types of privilege that exist in our society;

WHEREAS: SCC strives to prepare learners to go into the world as curious, socially conscious, and creative independent thinkers, inspired to make positive and authentic contributions to society;

WHEREAS: The recent tragic deaths of George Floyd, Breonna Taylor and Ahmaud Abery, amongst many other people of color, and the Black Lives Matter movement have all highlighted the explicit and systemic racism that continues to infect our nation;

WHEREAS: The SCC Board of Directors firmly believes that we must expose and support learners to solve real-world problems, encourage collaboration, emphasize social-emotional learning, promote reflection and continuous growth, and inspire advocacy for self and others.

WHEREAS: The SCC Board of Directors acknowledges that systemic racism exists in the US educational system and SCC has an obligation to combat it within our school.

WHEREAS: Schools should help students and the community they serve to understand the roots of racism and the concrete actions they can take to work against racism and affect real change in our society;

NOW, THEREFORE, BE IT RESOLVED: The SCC Board of Directors reaffirms that as an organization, we stand strongly against racism of any kind;

BE IT FURTHER RESOLVED: That we commit to Investing in greater diversity, equity, social justice, and inclusion in our practices, working with the School Administration to:

1. Educate ourselves, teach our learners, and model to our community what it means to be anti-racist and a true ally to people of color;
2. Ensure SCC staff has the training, resources, and support to identify explicit and implicit bias, and infuse our curriculum with more focus on Black history and ethnic studies, as well as the study of historical causes and current manifestations of racism, privilege, and power
3. Support the seeking out of or creating opportunities for meaningful discussions on racism and civic action within our community;
4. Evaluate current enrollment, hiring, and other practices that could potentially contribute to a lack of diversity and structures of privilege and inequity, pushing

ourselves to correct any that we may find, and encouraging increased diversity in accordance with applicable laws;

5. Evaluate our student disciplinary process to avoid bias against students of color and focus on restorative justice;
6. Actively engage with the Administration and the community on opportunities to teach and reinforce social justice;

BE IT FURTHER RESOLVED: That the Executive Director shall ensure that all educators, school administrators, and school staff will be adequately trained on how to implement this Resolution and supported in doing so;

BE IT FURTHER RESOLVED: That the Executive Director shall ensure that all parents/guardians will receive notification of this resolution to fully inform students and their families.

Passed and Adopted by the Board of on _____, by the following vote:

	Yes	No	Abstain	Absent
Leigh Casamento	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carolyn Davies Lynch	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inga Davis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Julia Fox	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Alice Miller	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Robin Pang-Maganaris	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kristen Pezone Kapp	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Robert Porter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Melissa Riccio	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>