

OUR COMMUNITY SCHOOL
BOARD OF DIRECTORS
COMMITMENT TO ANTI-RACISM

WHEREAS Our Community School is committed to ensuring a safe environment in which critical conversations surrounding race and racism can be discussed without fear of reprisal, discrimination, or judgment;

WHEREAS Our Community School's foundational beliefs are in social justice, and WHEREAS acknowledging the existence of white privilege and historical relevance is important, we understand that what is not repaired will repeat itself;

WHEREAS in reaffirming Our Community School's commitment to racial equality, we as a community must first admit that racism is a problem, apparent, and prevalent in all areas of life;

WHEREAS our country has a pervasive and enduring history of systemic and institutionalized racial oppression, recent events have exposed grave racial and economic inequities, elevating the need for racism to be at the forefront of all discussions.

WHEREAS, the killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and so many others expose an unconscionable and long-standing pattern of brutality, violence, and dehumanization committed against people of color;

WHEREAS the mission of Our Community School is to guide our students to be empowered, ethical, and informed community members, we strive to live our values through active anti-racist practices and to confront all forms of discrimination, bigotry, and hatred in our society.

BE IT THEREFORE RESOLVED that we, the Board of Directors at Our Community School support school leadership to engage in the daily work of combating racism. OCS pledges to approach these efforts with humility and respect, mindful of the importance of listening to and learning from those of us most impacted by systemic oppression. We understand that these measures depend on collaboration with others. Efforts to address racial inequity within OCS will include, but are not limited to:

- (1) Seeking, hiring, promoting, and retaining people of color on staff and on the Board of Directors by networking with organizations and associations that can help attract a more diverse selection of applicants;

(2) Evaluating and improving classroom teaching and culture to understand and eliminate racial and cultural bias;

(3) Educating our students about inequality and racial oppression within our justice systems through developmentally-appropriate tools and resources that will foster an environment of empathy and acceptance that specifically addresses anti-racism;

(4) Researching, offering, and encouraging bias, racism, and anti-racism training for staff, parents, and students through collaboration with educators and other professionals;

(5) Reviewing current administrative protocols involving disciplinary claims of racial bias and discrimination; and

(6) Pursuing partnerships that support and advance educational equity and anti-racist policies.

BE IT FURTHER RESOLVED, this resolution be preserved in the records and minutes of Our Community School and prominently displayed on the OCS website.

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IN WITNESS WHEREOF, the Board of Directors has adopted the above resolution by the following vote at a regular Board meeting this 24th day of June 2020.

AYES: 6

NOS: 0

ABSTENTIONS: 0

By: _____
Annie Parnell, Board Secretary