

WHEREAS: The Mission of the McFarland School District is,

“The School District of McFarland will graduate learners who achieve the knowledge and skills necessary to make a positive contribution to a changing world. This mission will be accomplished by:

setting high expectations for students, staff and community; expecting and supporting consistent, high student achievement;

ensuring accountability through documenting and analyzing all that we do; providing an environment of challenges, support, and respect; and

sharing a commitment to our mission among students, staff and community.”

WHEREAS: Racism in all its forms harms students, families, educators, and the entire community,

WHEREAS: Racism manifests itself in myriad ways, including hate speech and openly hostile bigotry, as well as systemically in practices and policies that have the intended and unintended effect of marginalizing people of color and members in diverse communities,

WHEREAS: in June 2019 the Board voted to establish Embracing Opportunities for Diversity and Addressing Challenges of Equity as a District Priority to guide all of our efforts,

NOW, THEREFORE, let it be resolved:

1. McFarland School District is hereby fully committed to sustaining an anti-racist school community, where Every Child is a Promise, where ALL students, families, and staff are safe, welcomed, and valued;
2. McFarland School District unequivocally condemns racism, hate speech that vilifies, humiliates, or incites hatred against a person or a class of persons, bigotry, hateful behaviors, and all forms of unlawful discrimination. These behaviors harm students, and they harm all of us, and the School District must impose appropriate consequences;
3. There is no place for racism or any other form of unlawful discrimination in our community, and certainly not in our schools;
4. McFarland School District embraces our responsibility to stand against racial injustice;
5. McFarland School District’s next steps in sustaining an anti-racist school community shall include;
 - a). Incorporating a minimum of four hours of contextually appropriate professional training in racial anti-bias, anti-microaggression, implicit bias, and bystander intervention training into all teachers’ annual professional development activities, and an appropriate amount of time on the same topics for District staff who serve in other roles (e.g., Support Staff, Buildings and Grounds, Food Service, etc.).
 - b). Revising [Board Policy 2210 Curriculum Development](#) to include student voices in both the development of new curricula and the evaluation of existing curricula, and an emphasis on critical thinking skills, especially in the history curriculum.

c). Delivering a developmentally appropriate ongoing inclusive curriculum, across K12, that better reflects the historical diversity of all persons and events, including Black and African American persons and events, Hispanic persons and events, Asian persons and events, Native American persons and events, LGBTQ persons and events, and other minority or marginalized peoples' history.

d). Holding developmentally appropriate "Diversity Day(s)" for K-12 students – involving leadership by Black Student Union, Multicultural Club, and other School District sanctioned or approved organizations and persons.

e). Supporting Black Student Union in working with middle school students and other children in the district—serving to educate, mentor, and serve as role models.

f). Revising the procedure selecting student representatives to Board meetings ([Policy 0141.1 Student Representation at Board Meetings](#)) to broaden the representation of the student body to the School Board to better reflect the composition of the full student community and allow all student voices to be represented at the School Board.

g). Providing developmentally appropriate racial anti-bias, anti-microaggression, implicit bias, and bystander intervention training to all students.

h). Ensuring that items offered for sale at District fundraising events, including but not limited to book fairs, are fully representative of the school community.

i). Actively encourage and welcome all students, parents, families, and residents of the McFarland School District to voice their ideas and concerns to the School Board relating to creating a more welcoming, understanding, and inclusive school community where all students, families, and staff are safe, welcomed, and valued.