

**RESOLUTION #20/21-08: COMMITMENT TO RACIAL EQUITY IN
CONEJO VALLEY UNIFIED SCHOOL DISTRICT**

WHEREAS, the Conejo Valley Unified School District Board of Trustees (Board) believes in the “Conejo Way,” which includes the belief that “ALL students deserve an exceptional educational experience filled with opportunity and choices,” that “[o]ur schools are positive, safe and inviting learning environments,” and the belief “in a partnership between the community, parents, students and faculty”;

WHEREAS, the Board acknowledges past and present racial injustices experienced by CVUSD students, families and staff, and stands firmly against all acts of individual and systemic racism and bias;

WHEREAS, according to California Education Code 201, California schools have an affirmative obligation to combat racism, sexism, and other forms of bias, and have a responsibility to provide equal educational opportunity to all students;

WHEREAS, an equitable education must provide an understanding of the socio-cultural challenges and barriers faced by Black, Indigenous, People of Color (BIPOC) students;

WHEREAS, California Education Code 220 prohibits discrimination on the basis of disability, gender, gender identity, gender expression, nationality, immigration status, race or ethnicity, religion, sexual orientation, or any other characteristic that are contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code, in any program or activity conducted by the district;

WHEREAS, according to the California School Boards Association’s Equity Statement, “Effective school boards are equity-driven, making intentional governance decisions that combat institutional discrimination and bias (both explicit and implicit) and eliminate disparities in educational outcomes based on socioeconomic status, gender, gender identity, gender expression, race, religion, national origin, ethnicity, sexual orientation, disability or family background”;

WHEREAS, recent events of police brutality against Black Americans have brought increased scrutiny to systemic and institutionalized racism, and students in the Conejo Valley have requested specific actions to combat all forms of racism throughout our district; and

WHEREAS, the Board recognizes the importance of students at all levels being able to talk about, recognize and address racism and bias, including how to be anti-racist in their own lives;

THEREFORE, LET IT BE RESOLVED that the Conejo Valley Unified School District Board of Education commits to promoting racial equity in our district. In recognition of the need for both a long-term commitment and timely changes, the Board directs District leadership, administrators and faculty to begin by working together and focusing on the following improvements:

SECTION 1. Utilize the District’s Educational Equity Task Force to, among other things, make recommendations to address existing racism, bias, inequities, and systemic barriers that disadvantage BIPOC students and staff in our district;

SECTION 2. Create a district “Diversity, Inclusion and Equity Statement” for Board adoption to serve as a framework for the focus on equity, including racial equity, at every level in the district;

SECTION 3. Implement curriculum changes that are racially accurate, sensitive, and inclusive, and substantively and meaningfully incorporate literature, history, and cultural studies curriculum from BIPOC and anti-racist authors. As it relates to the core literature list, prioritize creating more diversity and targeting funds to acquire texts written by and reflecting the experiences and perspectives of BIPOC for all grade levels.

SECTION 4. Devise and implement mandatory Diversity and Inclusion programming across district schools. Examples include promoting more students of color in leadership positions, dedicating special assemblies each year to addressing student racism and implicit bias and affinity groups.

SECTION 5. Strive to recruit, hire and retain more educators, counselors, staff, and administrators of color, and establish an administrative leadership position dedicated to promoting, providing support to students and families, and ensuring accountability around issues of equity and social justice.

SECTION 6. Implement professional development for all school site staff and faculty on implicit bias, racial equity, inclusive curriculum, and proper responses to experiences of racism by students and staff.

SECTION 7. Review district-wide, equitable standards for disciplinary action and make appropriate changes to end implicit/explicit racial bias, including racial disparities in student searches, detentions, suspensions, expulsions, and schools' involvement with legal authorities in student conduct issues.

SECTION 8. Review and provide recommended updates to racism and bias reporting policies to ensure such policies provide a safe manner for students and staff to report and requires a response that accounts for the systemic nature of racism and bias.

SECTION 9. Develop and implement a process for direct outreach to BIPOC families to determine needs, including academic and social-emotional, and to enact specific supports in response.

SECTION 10. Review diversity and inclusion programming in the district on an annual basis, and provide the public with annual reports on those efforts.

SECTION 11. Collect and analyze data from school sites and provide regular public reports on complaints of racially motivated bullying, harassment, and cyberbullying at each of the district's schools. Support identified school sites in ensuring compliance with district anti-harassment and anti-discrimination policies and responding with timely, appropriate action.

The foregoing Resolution was adopted at a regular meeting of the Governing Board of the Conejo Valley Unified School District on September 1, 2020, by the vote of:

AYES: 5

NOES: 0

ABSENT: 0

Conejo Valley Unified School District

Conejo Valley Unified School District



Superintendent



Clerk of the Board