

MEMORANDUM



TO: TCAPS Board of Education
FROM: Dr. John VanWagoner II, Superintendent
DATE: June 25, 2021
RE: Diversity, Equity, Belonging and Inclusion DRAFT Resolution

A second DRAFT resolution is being presented to the Board to review and provide feedback. The draft resolution, intended for consideration and feedback only, is attached to this memo. Once completed, the resolution will be brought to the Board for adoption at a future date.

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Attachment

DRAFT RESOLUTION

TCAPS Board of Education resolution condemning racism and discrimination and affirming our commitment to an inclusive school environment for all.

WHEREAS, as leaders of an educational institution, the Trustees of the TCAPS Board of Education are committed to providing a welcoming and safe learning environment that promotes equity and affirms the humanity of all members of our staff, students, and community, regardless of race, ethnicity, nationality, sex, gender identity and gender expression, sexual orientation, social and economic class, religion, physical and/or mental capabilities, age and body type;

WHEREAS, achieving equity requires proactive efforts, continuous investment, and district level focus. Equity means that each student will have the opportunities, resources, and support they need to attain their full learning potential;

WHEREAS, we recognize the value of understanding and appreciating human diversity within and between school and classroom communities and society-at-large as essential and enriching to learning, working, the human experience in general, and living the ideals of a free and democratic society;

WHEREAS, we, as Trustees of the TCAPS Board of Education, must lead because we have an individual and collective responsibility for creating and encouraging a positive, supportive learning environment where every child is treated with fairness, dignity, and respect and is valued for who they are and the uniqueness they bring to the learning environment;

WHEREAS, we are committed to learn. We acknowledge that we have much to learn. We are committed to foster an inclusive educational environment where every student, staff member, parent, and community member is treated with dignity and respect. We will build and strengthen trust with those we serve, and model acceptance of all people. We will continue to hold the expectation of racial justice and human and civil rights for all. As a world class educational institution, we are committed to develop and make available more comprehensive ongoing professional development opportunities for TCAPS staff and our community.

WHEREAS, the Board of Education affirms the formation of the district's Social Equity Task Force and supports an appointment process of task force members that is fair, transparent, and listens to all viewpoints to confirm that all voices are heard and commits to evaluating its findings and recommendations; which may include and is not limited to the following: understanding the viewpoints of those who have been historically underrepresented and recognizing potential biases and prejudices that could lead to discrimination.

Now, therefore, be it resolved on the XX day of 2021, by the TCAPS Board of Education that, the district condemns discrimination and harassment in all forms inside and outside of our schools and community and stand steadfast in our commitment to foster an inclusive educational environment where every student, staff member, parent, and community member is treated with dignity and respect.