

**Resolution affirming and committing the District's pledge to promote Diversity, Equity and Inclusion and an Anti-Racist School Climate by the Board of Directors of the Lower Moreland Township School District**

**WHEREAS**, racism, bigotry, and hate have no place in our schools or our society, and we must protect the human rights of every person who lives, works and learns in our school community;

**WHEREAS**, we must recognize that racism, bigotry, and hate have no place in our schools and society. However, we must understand that racism is systemic, and it is both unconsciously and consciously rooted into our institutions, policies, and practices. Consequently, we acknowledge that we must examine our own school policies and practices through an anti-racist and equity lens to address racism and inequity that exist within our own school community;

**WHEREAS**, we cannot be silent. We must amplify the voices of students, staff, families, and communities who have historically endured ongoing discrimination and marginalization. Their lived experiences and stories require attention, require respect, require empathy, and most importantly require change. Therefore, it is essential that we establish an expectation that the voices, needs, and experiences of students, families, and community members, specifically those from groups who historically have been ignored, discriminated against, and marginalized, are heard and included in substantive school and district issues;

**WHEREAS**, we must lead. Each of us, individually and collectively, is responsible for creating and nurturing an anti-racist learning environment where every member of the community is respected and valued for who they are. We must actively acknowledge, address and prevent all forms of discrimination and bias;

**WHEREAS**, we must provide educational opportunities toward the development of socially responsible teacher, student, and community leaders who are willing to engage in the discourse and decision-making that can lead to transformational change toward a barrier-free learning environment that supports student achievement and a healthy school community;

**WHEREAS**, the Lower Moreland Township School District is working toward one day being a leader on educational equity--including critically analyzing our current system, policies and procedures, and hiring practices--we also recognize that the district has not done enough to combat racism, provide opportunities for students to learn about and address inequity and injustice, or proactively teach anti-racism. We must advocate to advance civil rights, increase transparency, and cultivate an anti-racist school climate that is necessary to meet the needs of ALL students in our care. Our students, no matter their race, ethnicity, religion, gender, sexual orientation, socioeconomic status, language ability, disability, and other identities, deserve to be heard and involved and feel safe and affirmed;

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Directors of the Lower Moreland Township School District, unequivocally stand firm in our collective responsibility to foster an equitable and inclusive environment, one focused on Diversity, Equity and Inclusion for every

student, staff member, parent/guardian and community member. In support of this goal, the Board of Directors of the Lower Moreland Township School District commits to the following:

- Creation of a District Diversity, Equity and Inclusion Council made up of representatives from all stakeholder and minority groups within the Lower Moreland school community to act as a lead advisory group to the Board of School Directors and Administration in:
  - assisting with the development of a 3-year Diversity, Equity and Inclusion action plan which will encompass focus areas, goals, measurements, and timelines
  - determining the type(s) of perception collection tools used to gather stakeholder data
  - arranging future stakeholder listening sessions
  - assisting in a review of current curriculum, policies and procedures related to Diversity, Equity and Inclusion; and
- Passage of an Anti-Racist School Board Policy; and
- Participation in diversity job fairs and job posting boards including those operated by the Delaware Valley Consortium for Excellence and Equity (DVCEE) and the Montgomery County Intermediate Unit to increase the number of diverse administrative, teaching, and support staff; and
- Ongoing Diversity, Equity and Inclusion training and professional development for administration, staff, students, families and community members to include implicit bias, cultural proficiency and identification of competencies needed to ensure safe learning environments; and
- Joining the Delaware Valley Consortium for Excellence and Equity (DVCEE); and
- Partnering with a Diversity, Equity and Inclusion expert to assist in guiding the District Diversity, Equity and Inclusion Council and their efforts along with the District's ongoing cultural proficiency journey.

Adopted this Sixteenth day of February, 2021.

Signed,

  
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Board President

  
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Board Secretary