

BOARD OF EDUCATION

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ALVORD UNIFIED SCHOOL DISTRICT
All students will realize their unlimited potential

SUPERINTENDENT

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RESOLUTION**DECLARING RACISM A PUBLIC HEALTH CRISIS****ALVORD UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION****RESOLUTION NO. 26**

The Board recognizes that racism has dramatically affected students of color. The effects of racism continue to contribute to intergenerational trauma. As such, the members of the Alvord Unified School District Board of Education join the voices that denounce injustice and systemic racism.

WHEREAS, Race is a social construction historically used for the purposes of racial classification; and to advance an ideology that the ideas, thoughts, beliefs, and actions of one racial group are superior to those of other racial group(s);

WHEREAS, Racism is a social system with multiple dimensions, including individual racism, which is internalized or interpersonal, and systemic racism, which is institutional or structural, and is a system of structuring opportunity, and assigning value based on an individual's appearance;

WHEREAS, Structural racism has carried out systematic discrimination and oppression throughout history in the institutional policies and practices of the society

WHEREAS, Internalized racism is carried out through racial micro aggression, racial bias, racial stereotypes and is manifested as psychological stress through anger, fear, homophobia, depression, interpersonal sensitivity and anxiety

WHEREAS, the recent unconscionable increase in reports of racist hate crimes and racial incidents nationwide, including many committed against those of Asian descent during the COVID-19 pandemic,



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senseless murders of Black individuals, and separation of families, have once again cast a light on the fact that racism continues to exist in our country; our schools and communities must be safe spaces for students to learn regardless of the color of their skin, their socio-economic status, or any other individual traits. These traits contribute to the diversity that enhances school climate and healthy communities and a greater understanding of our world

WHEREAS, evidence shows that reconnecting people to the strengths and essential contributions of their ancestry and culture, helping people process the effects of past traumas, and establishing new historical narratives can have healing effects for those experiencing current and historical trauma;

WHEREAS, each of us has a responsibility to respect diverse needs, abilities, and characteristics of individuals and eliminate all forms of discrimination in our schools and communities. The principles of moral and ethical behavior and civic education are incorporated in all areas of the curriculum and exemplified in the conduct of activities in the classroom, on campus, and in the community as dictated by Board Policy 0410(a), Board Policy 0415, Board Policy 1020, Board Policy 5137(a) and Board Policy 5145.9;

Be it Resolved, that the Alvord Unified School District will actively participate in the dismantling of racism; and hereby agrees to:

- Make a public declaration expressing the need for schools to address racial inequity and implicit biases on their campuses;
- Implement training addressing implicit bias, and workplace bias for all district personnel
- Promote and encourage all policies that prioritize the health of all people of color, and support local, state, regional, and federal initiatives that advance efforts to dismantle systematic racism and trauma in the school climate.
- Incorporate educational efforts to expand understanding of racism and how racism affects individual and population health by including:
 - Curriculum addressing the history and current affects that racism has in Black communities, Latino communities, Indigenous communities and other communities of color, and the lasting effects of racism



- Ethnic studies courses
 - Culturally relevant activities and field trips
- Address and dismantle racism in schools by incorporating anti-racist practices into school regulations;
- Commit to review all portions of school policy with a racial equity lens;
- Secure adequate resources to successfully accomplish the above activities by reallocating funds to achieve these means;
- That the Superintendent or his designee is directed to comply with the applicable requirements of the Educational Employment Relations Act with respect to the negotiation of the impacts and effects of this Resolution.

APPROVED AND ADOPTED this 22nd day of October 2020.

Mrs. Carolyn Wilson, President,
Board of Education



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