

## School District of Clayton Commitment to Anti-Bias / Anti-Racism


We, the members of the Board of Education, recognize that the deaths and injustices against Black and Brown individuals highlight the systemic, historical, and institutional bias, injustice, and racism in our society. As the governing body of the District, we are committed to actively interrupting racism and eliminating racial inequities in our schools, specifically as it adversely affects the experiences and performance of our Black and Brown students and staff.

The School District of Clayton Board of Education makes the following commitments:

- We are committed to drawing on the perspectives and feedback from diverse voices and will pay particular attention to those most affected by racial inequities within our District, specifically Black and Brown students, alumni, families and staff. Their experiences will play important roles in our decision-making and monitoring processes.
- We are committed to promoting a racial equity and an anti-racism mindset within our schools and developing a common language and framework about bias and racism which will result in a collective understanding about what it means to be part of an anti-racist community.
- We are committed to teaching our students about anti-bias and anti-racism and integrating it within our discussions and curricula.
- We are committed to eliminating systems and barriers within our District that lead to racial inequities in our schools:
  - We are committed to reviewing policies and procedures for the express purpose of eliminating racial bias.
  - We are committed to adapting practices that increase racial equity in programs.
  - We are committed to reviewing school-based discipline policies and practices and implementing restorative discipline practices.
  - We are committed to implementing protocols and procedures to report, address and track incidents of racial bias and racism.
- We are committed to assigning measurable goals to our strategic plan in order to create racially equitable and anti-racist systems within our schools.
- We are committed to allocating financial resources to support this work:
  - The District will hire a Director of Equity and Inclusion to coordinate and lead these efforts.
  - All Board members, staff, and administration will participate in annual mandatory anti-bias, anti-racism training.
  - We are committed to performing an equity audit on textbooks and other instructional materials to ensure a critical multicultural perspective. Specifically, this means teaching materials are not from a European/white perspective only, but also provide the perspectives and narratives of Black, Indigenous, and People of Color (BIPOC).
- We are committed to monitoring and assessing the District's transformation as an anti-racist learning community:
  - The Board will receive timely updates, which will include measurable data specifically on the programs and resources dedicated to assisting our District in carrying out the objectives of these commitments.

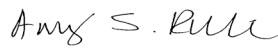
We will enact these commitments to address systemic bias and institutional racism in order to promote equity and to ensure our students and families are able to thrive. Education is a key lever for creating a more equitable and anti-racist community, nation and world.

Adopted this August 4, 2020.



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Joe Miller, President



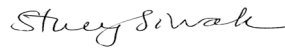
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Amy Rubin, Vice President



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Gary Pierson, Secretary



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Stacy Siwak, Director



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Kim Hurst, Director



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David Gulick, Director