

**Bloomfield Hills Schools Board of Education
Resolution to Eradicate Racism
and to Create More Equitable and Inclusive Schools
for All Children**

WHEREAS, the Bloomfield Hills Schools Board of Education stands firmly against all acts of individual and systemic racism;

WHEREAS, we wish to end violence and injustices and unequivocally declare that Black lives matter and that an injustice to one is an injustice to all;

WHEREAS, we believe that children begin their lives without hatred and bigotry, and that we must uphold the public's trust by fostering understanding, acceptance, respectful civic discourse, and inclusion among our students when they enter the schoolhouse doors;

WHEREAS, we believe in the ability of our schools to uplift a community of diverse ideas that recognize and celebrate all the attributes that form children and hold true to the ideal--that we are all created equal;

WHEREAS, we believe that schools must play a vital role in dismantling systems that have marginalized students, faculty, and families of color.

WHEREAS, we believe that educators should be life-long learners about race and racism and should be provided the necessary resources to facilitate discussions of race and racism, to help themselves and students understand our full history, our collective humanity, and to challenge themselves and students to ground perceptions in facts;

WHEREAS, we believe that, as educators grow, they must continue to reflect on and amend curricula, training, policies, and systemic practices used in schools to help root out racism;

WHEREAS. Bloomfield Hills presents itself as a diverse and internationally-minded community, they should be held to that standard.

WHEREAS, we commend students when they demonstrate initiative in expressing their commitment to building and supporting anti-racist culture; and we encourage students to help us in continuing to work towards a racially competent learning environment

WHEREAS, we will support our regional and statewide organizations as they review current and proposed state budgets, standards, policies, legislation, and policy guidance to ensure that they promote equity and aggressively disrupt practices that perpetuate racial inequities;

NOW THEREFORE IT BE RESOLVED that the Bloomfield Hills Schools Board of Education does hereby commit to stand against any and all acts of racism, disrespect, violence, and inequitable treatment of any person and will work to eradicate racism and to create more equitable and inclusive schools for all children.

Section I: The Board directs its Policy Committee to revise the current equity policy to strengthen our district's equity policy in order to eliminate the effects of racism on our marginalized students and staff.

Section II: The Board directs its Board Instructional Committee to develop and/or revise policies and protocols integrating additional content that decolonizes the curriculum, that is racially and culturally literate into the curriculum and within the school buildings.

Section III: The Board directs the district to recognize and honor Indigenous Peoples contributions and the impact that history has had on their heritage within our curriculum.

Section IV: The Board will seek to reduce incidents of hate and bias by requiring anti-racism training for staff while also committing to address and appropriately handle incidents that are reported. The board also asks the Superintendent to work with the staff on creating learning spaces that encourage open discussions around race and racism.

Section V: The Board requires that all reports of racist and discriminatory language, attitudes, behaviors, and actions in our schools are responded to with respect to the reporter, expeditiously, and with due diligence in investigation, and commit to educating students on the impact of their actions and seeing to their full understanding of the harm they have committed.

Section VI: We recognize that students of all ages are able to talk about race and the impacts of racism, and commit to implement anti-racist programs starting at elementary school.

Section VII: It is hereby found and determined that all formal actions of the Board concerning and relating to the adoption of this resolution were adopted in an open meeting of the board.