



Resolution No. 2020/21-72  
Date: April 28, 2021

## A Resolution on Diversity and Equity in School

**WHEREAS**, the Santa Rosa City Schools Board of Education (“Board”) believes in and supports the principles that all people are created equal and all students have the fundamental right to an education; and

**WHEREAS**, the Board stands firmly against inequity in all forms, both institutional and interpersonal,

**WHEREAS**, the Board acknowledges that our and others’ historical and current decisions have created a number of systemic issues, resulting in negative outcomes for our community and impacting our school system; and

**WHEREAS**, we are guided by our definition of Equity: Equity is accomplished when resources are allocated based on need, and each and every student is provided with what they individually require to achieve their academic and social advancement, and

**WHEREAS**, it is the intent of the Board to confront and address systemic barriers that impact the learning environment for ALL of our students; and

**WHEREAS**, our District is committed to proactively addressing biases as well as practices, policies, and institutional barriers that negatively influence student learning and perpetuate disparate student outcomes; and

**WHEREAS**, to accomplish our goals we are committed to eliminating disparities and inequitable practices, implementing practices that create a culture of belonging, honoring individuality with a focus on equitable outcomes for all, and guaranteeing respectful treatment where all individuals feel valued; and

**WHEREAS**, it is essential to ensure that every person has the social, economic, and political power to thrive; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Education will take the following steps/actions as part of its plan to accomplish its goal of establishing an equitable learning environment for all District students:

1. The District will review and analyze its open enrollment policy as well as inter-district and intra-district transfer policies to address the issue of equitable enrollment at District schools.
2. The District will consider and implement a budget policy to ensure equitable allocation with regard to programs and resources.

3. The District will develop a focused approach in directing and applying funds appropriately to specific schools that require additional assistance.
4. The District will institute an outreach program to increase its efforts to engage the community and foster a culture of belonging in our school environment for all students.
5. The District will work to confront biases and actively engage in the challenging work of dismantling practices that may limit opportunities for our students of color.
6. The District shall make decisions with deliberate awareness of barriers to learning faced by students of color and/or diverse cultural, linguistic, neurological, sexual orientation, or socio-economic backgrounds.
7. The District will continue its initiatives to recruit talented and highly qualified bilingual and bicultural educators to ensure that students at all of our schools are set up for success in their future endeavors.
8. The District will review and consider the creation and implementation of magnets and other programs and/or ideas at District schools that dismantle an educational system that was designed for an agrarian and industrialized societal system that no longer exists. The District will review other means and methods the Board deems necessary to accomplish the statement and actions reflected in this Resolution and the Santa Rosa City School Mission, Vision, and Priorities, as framed by Targeted Universalism for policy and practice (The Haas Institute: John A. Powell, Steven Menendian, and Wendy Ake).

**BE IT FURTHER RESOLVED**, that Santa Rosa City Schools is committed to restorative justice practices, implicit bias training, and resources that foster dialogue around the guiding principles of inclusivity and equity as a fabric of the educational system.

**FINALLY, BE IT RESOLVED**, Santa Rosa City Schools will work collaboratively with staff, students and families to continue to expand equity in our schools.

**PASSED AND ADOPTED** by the Governing Board of the Santa Rosa City Schools District on the 28th day of April, 2021.

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Ever Flores, Clerk of the Board

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Date