

**RESOLUTION REAFFIRMING OUR COMMITMENT TO
EQUITY AND RACIAL JUSTICE**

WHEREAS, District 113 has long espoused equity as a core value without enunciating a shared definition of what equity means either conceptually or in practice; and

WHEREAS, District 113 has for many years attempted to examine racial equity and structural racism through professional learning opportunities and equity leadership teams across the district; and

WHEREAS, District 113 acknowledges, however, that it has been inconsistent in providing training and learning opportunities to facilitate concrete and effective strategies for fostering equity within the District.

WHEREAS, District 113 recognizes that, by failing to act effectively, we have contributed to creating and sustaining systemic inequity and racism; and

WHEREAS, Academic outcomes have for years been predicated upon factors other than ability; and

WHEREAS, Students of color experience more adverse outcomes than their white counterparts in multiple measures of educational equity: experiencing grading inequality, a diverse course placement, placement in lower-tracked academic courses, and unequal discipline.

NOW, THEREFORE, BE IT RESOLVED as the Board of Education of Township High School District No. 113, Lake County, Illinois:

We reaffirm our commitment to equity and to racial justice and equity for all students and all staff, and

We will begin our renewed work in equity and racial justice starting with this Resolution by deepening our commitment to including everyone in these efforts; and

We will look inward without holding back to examine our own biases and to uncover how those biases work within our organization to contribute to structural inequities; and

We will seek out and listen attentively to voices of color from all stakeholder groups; and We are committed to acting upon what we learn from members of the community who have, for too long, been marginalized and underappreciated; and

We will actively seek out, develop and implement professional learning opportunities and trainings for all District staff to build racial equity awareness and best practices for embedding culturally responsive instruction into our curriculum and practice; and

We will underscore our commitment to increased educational opportunity in District budgets, decisions, course selection, and content, course placement patterns, grading practices, and disciplinary practices; and

We will collect and examine data to combat institutional racism, advance equity, and measure progress; and

We will promote hiring practices that will intentionally help recruit, hire, and retain educators of color.

ADOPTED this 10th day of May 2021.