



Resolution Reaffirming Board's Commitment to District Core Values

WHEREAS race is a social construct without biological meaning; and

WHEREAS racism is a social system with multiple dimensions: individual racism is internalized or interpersonal; systemic racism is institutional or structural, and is a system of structuring opportunity and assigning value based on the social interpretation of how one looks; and

WHEREAS, racism unfairly disadvantages some individuals while unfairly giving advantages to other individuals and causes persistent discrimination and disparate outcomes in education; and

WHEREAS, anti-racism is a conscious decision to make frequent, consistent, equitable choices daily; it is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is shared equitably; and

WHEREAS, the Gahanna-Jefferson School District adopted vision, mission and belief statements with the underlying foundational principle that the district is a place "Where Students Come First"; and

WHEREAS, the Gahanna-Jefferson School District has a vision to build quality relationships with all students and lead in teaching, learning, and community engagement ensuring all students succeed; and

WHEREAS, the Gahanna-Jefferson School District has a mission to inspire, nurture, and empower all students to love learning; and believes, among other things that: significant learning happens when students form significant relationships; learning is inclusive of the development of empathy, an appreciation for diversity, and strong character; learning opportunities and resources must be equitable, relevant, and enable effective communication, critical thinking, creative thinking, collaboration, character development and citizenship; and

WHEREAS, the Gahanna-Jefferson School District intentionally began active social justice and equity work in selecting the professional development focus for the 19-20 school year - Equity and Access for ALL; through this lens, the administrative team and approximately 150 staff members participated in a book study called We Got This - Equity, Access, and the Quest to Be Who Our Students Need Us to Be by Cornelius Minor. In the fall of 2019, a team of

administrators participated in an Equity Institute to begin learning about ways to effectively facilitate awareness, conversation, and action related to inequitable systems and experiences for affected students. As a follow-up step to the Equity Institute, the GJPS Equity Team looked at data to identify areas of concern so action steps could be taken to create change. The work of the GJPS Equity Team is ongoing and will include the creation of a district action plan to address implicit bias, social injustice, educational inequity and racism; and

WHEREAS, it is not enough to state these values or merely affirm our previous commitments, we must actively engage in being anti-racist because of the tremendous responsibility we have in helping children grow into adults and in providing an opportunity for all students to achieve the American dream of equality of opportunity.

NOW, THEREFORE BE IT RESOLVED, that the Gahanna-Jefferson Board of Education hereby re-affirms its commitment to be an anti-racist school district committed to social justice in education; and

BE IT FURTHER RESOLVED, that the Gahanna-Jefferson Board of Education is committed to continuing to reviewing its policies and practices through an anti-racist and social justice lens; and

BE IT FURTHER RESOLVED, that the Gahanna-Jefferson Board of Education is committed to continuing to require via policy that Gahanna-Jefferson City Schools commit to reviewing administrative procedures, goals, and objectives through an antiracist and social justice lens, striving for a racially equitable and diverse staff of educators and administrators, striving for an egalitarian culture that embraces differences and promotes a safe environment in which all students and educators can be their authentic selves; and

BE IT FURTHER RESOLVED, that the Gahanna-Jefferson Board of Education is committed to continuing to conduct all human resources, vendor selection and grant management activities through a racial and educational equity lens, which includes a review of all internal policies and practices such as hiring, promotions, and leadership selection; and

BE IT FURTHER RESOLVED, that the Gahanna-Jefferson Board of Education is committed to continuing to require via policy that Gahanna-Jefferson City Schools commit to reviewing curriculum through an antiracist and social justice lens, striving to reexamine how we frame our nation's history, and holistically evaluating and addressing the diversity of voices and viewpoints presented in curriculum; and

BE IT FURTHER RESOLVED, that the Gahanna-Jefferson Board of Education commits to continuing to educate itself about race, racism, institutional racism, implicit bias, racist policies, and prioritize equity, inclusion, and diversity initiatives in our classrooms and throughout our schools why being "not racist" is not enough and will continue to work to allocate resources equitably to implement this resolution.