

Governing Board and Administration Resolution Regarding Equity and Inclusion
Adopted February 14, 2018

The District's long-standing mission, vision and core values are based upon the unwavering belief that diversity, equity and collaboration on our school campuses and in all District operations are essential.

The Governing Board and Administration condemn the acts of intolerance that recently surfaced on social media and denounce them as contradictory to the core values of Chandler Unified School District. Indeed, Chandler Unified School District denounces hate speech defined as communication that carries no meaning other than the expression of hatred for some group, especially in circumstances in which the communication is likely to provoke violence. These are an incitement to hatred primarily against a group of persons defined in terms of race, ethnicity, national origin, gender, religion, sexual orientation, and the like. We express deep support for those hurt and make it clear that such behavior is unacceptable. All of our students and staff, and each of our school community members, deserve to feel safe and valued at all times.

The District reaffirms its commitment to use its influence as a public educational institution to teach leaders, teachers, staff members and students the value of an inclusive community and give them the tools to be culturally competent in our increasingly diverse society. We will continue to work with a renewed sense of urgency to help our youth understand the appropriate use of and risks associated with social media. Our ultimate goal is to develop a student body that is kind, respectful and responsible.

The Governing Board realizes that this will require time, energy and resources, and the Board is committed to all three. As an immediate response, Santan Junior High School students and staff dedicated one week to the healing process and helping students understand how racist comments hurt individuals and the whole community. Santan Junior High School parents have been invited to a parent forum to engage in dialog and share input for next steps. Additionally, Santan Junior High School will continue the following programs and measures already in place:

- Students are encouraged to bring concerns to a staff member for timely action. "Recognize Refuse Report" (R-Cubed) is presented to the student body four times per year by Santan Junior High counselors. R-Cubed posters are displayed prominently throughout the campus.
- Silent Witness Boxes are located in two areas of the school and students are advised multiple times per year how to share concerns anonymously.
- Students are asked to complete a survey annually to ascertain if they feel safe at school and allow the administration to address any specific concerns.
- Students receive weekly messages via Student News related to inclusion, bullying, kindness and character.
- Staff training for a new program began this year and will be implemented with students in the 2018-2019 school year. "Where Everyone Belongs" is a national program for middle school students to develop student mentors and give mentor students permission to be aware of and report any negative behavior, creating a safer school for everyone.
- Students are recognized school-wide for outstanding character including trustworthiness, respect, responsibility, fairness, caring and citizenship.

As part of a District-wide, long-term plan, an administrative position will be created to lead the design and implementation of an equity framework to: 1) support and advance a culture of equity and inclusion; and 2) build the capacity of staff to support opportunity gaps. The District is currently identifying curriculum and services to successfully guide leadership, staff and students through this process.

Any effort by the District will fall short without the support of parents and community members. The school district will invite individuals and community groups to be a part of advisory groups, curriculum committees and the selection committee for the Director of Equity and Inclusion for the purpose gaining their input and advice on equity and inclusion decisions and exploring programs such as Restorative Justice.

We invite you to join us on this equity journey. As a first and simple step, begin now by initiating conversations at home with your children. Teach them not only to respect, but specifically help them understand that discrimination against race, ethnicity, national origin, gender, religion, sexual orientation, and the like are unacceptable. Secondly, educate yourself by reading about equity, inclusion and racism to broaden your understanding of this issue. Lastly, provide your input and insight to District leadership as we move forward.

We are reminded that our District is a microcosm of our society and, as a result, we are experiencing the same issues that are challenging our nation. We resolve to use our resources to positively influence this effort and will build in benchmarks along the way to measure our progress.