

SANTA BARBARA UNIFIED SCHOOL DISTRICT

Resolution Number 2019/20-27

In support of Black Student Youth Santa Barbara

June 23, 2020

RECITALS:

WHEREAS, in recognition of the current and historically disparate treatment of African Americans, we assert unequivocally that Black Lives Matter; and

WHEREAS, Black Lives Matter protests have swept the nation as demonstrators demand justice in response to the killings of George Floyd, Rayshard Brooks, Breonna Taylor, Ahmaud Arbery and far too many other Black Americans to list; and

WHEREAS, the killing of Black people is an unacceptable violation of the human rights due to all people; and

WHEREAS, in a 2019 Pew Center survey, 84% of Black adults said that, in dealing with police, Black people are generally treated less fairly than Whites; and 87% of Blacks and 61% of Whites said the U.S. criminal justice system treats Black people less fairly; and

WHEREAS, the Black Lives Matter movement, like the civil rights and Black Power movements before it, has effectively articulated the injustices that exist at the intersections of race, class, and gender; this includes mass incarceration, police brutality, poverty, unaffordable housing, income disparity, homophobia, gender inequality, lack of access to healthcare, and poor educational outcomes; and

WHEREAS, we declare that **racism is a public health emergency** and acknowledge that Santa Barbara is not immune to incidents of racial injustice; and

WHEREAS, in the United States Black children represent 32% of children who are arrested, 42% of children who are detained, and 52% of children whose cases are judicially waived to criminal court; and

WHEREAS, in the United States, Black students in the US are nearly two times as likely to be suspended without educational services as white students; Black students are also 3.8 times as likely to receive one or more out-of-school suspensions as white students; and even more troubling, Black students are 2.3 times as likely to receive a referral to law enforcement or be subject to a school-related arrest as white students; and

WHEREAS, in Santa Barbara Unified School District, Black students are twice as likely to be suspended without educational services as white students; Black students are also 1.1 times as likely to receive one or more out-of-school suspensions as white students; and Black students are 1.5 times as likely to receive a referral to law enforcement or be subject to a school-related arrest as white students;

WHEREAS, the SBUSD Board of Trustees affirms that we stand with Black children, families, and communities everywhere in the fight for racial equality and justice, and we strive to eliminate the structural racism in the district that creates economic, educational, and social disparities; and

WHEREAS, per Board Policy 5145.9 we do not tolerate hate or racism and must respond swiftly and decisively when we encounter intolerance, inequity, and bias on our campuses; and

WHEREAS, Santa Barbara Unified is committed to ongoing critical reflection and honest conversation across our schools for all to engage with the issues of racial injustice.

THEREFORE, BE IT RESOLVED,

That the SBUSD Board of Trustees endorses and encourages its staff and students to engage in the practice of equity in order to reject racism, build understanding, and actively engage in creating pathways to freedom and justice for all people at all times; and

BE IT FURTHER RESOLVED,

That the SBUSD Board of Trustees values human rights, peace, respect, inclusivity and equity; and recognizes that we are stronger in our diversity; and

BE IT FURTHER RESOLVED,

That the Santa Barbara Unified School District will develop and purchase culturally relevant resources for educators and families for distribution and posting on the district website that 1) teach about, celebrate, uphold, and affirm the lives of Black people; that they 2) support critical dialogue among students, staff, and community members about the impact of bias and racism in our schools, community, and nation; and that these resources will be embedded in professional development as integral components of the district's work with teachers in all subjects; and

BE IT FURTHER RESOLVED,

That SBUSD strengthens and continually expands the ethnic studies curriculum, which is taught by culturally competent teachers of color; and

BE IT FURTHER RESOLVED,

That the SBUSD Board of Trustees vows to work proactively to identify class and cultural biases as well as practices, policies, and institutional barriers that negatively influence student learning, perpetuate opportunity gaps, and impede equal access to opportunities for all students in order to eradicate institutional bias of any kind, including implicit or unintentional biases and prejudices that affect student achievement, and to eliminate disparities in educational outcomes for students from historically underserved and under-represented populations; and

BE IT FURTHER RESOLVED,

That the SBUSD Superintendent and/or Designee will work with parents, educators, and community groups to develop additional resources that focus on the well-being of Black families and caregivers, for the purpose of contributing to the ongoing need for healing; and

BE IT FURTHER RESOLVED,

That the SBUSD Board of Trustees encourages district-wide participation in discussions and activities in classrooms and at home that highlight, uplift, and affirm the rich history and contributions of the Black community; to cultivate in Black students a sense of pride, self-worth, and self-love; and to develop a widespread acknowledgement and appreciation for the contributions of black people to our community; and

That the SBUSD Board of Trustees recognizes the importance in disrupting a “business as usual” approach for Black students and their families, and using this opportunity to ensure our budget elevates the excellence for Black students and their families; and mandates annual anti-bias training across the district, including board members, administrators, teachers, SROs, and staff; and

BE IT FURTHER RESOLVED,

That the SBUSD Board of Trustees calls for meaningful discussions and actions on our campuses about issues of social justice and the root causes of institutional racism and racial strife; and

BE IT FURTHER RESOLVED,

That SBUSD allocates additional resources for 1) rehabilitation and mental health services for at-risk youth, as alternatives to the juvenile justice system, and for 2) restorative approaches that address hate crimes, that reduce out of school suspensions, and that condemn the school to prison pipeline; and

BE IT FURTHER RESOLVED,

That the SBUSD Educational Services department will consult with parents, educators, and community groups to identify additional measures of racial inequity in the district and propose a method for the collection of this data; and that the district commits to the collection of this data for the purpose of illuminating and resolving areas of the district’s programs that are still marked by racial disparities; and

BE IT FURTHER RESOLVED,

That the SBUSD Board of Trustees commits itself not only to address the symbols of institutional racism and white supremacy, but also to proactively identify and address biases, practices, policies, and institutional barriers that perpetuate injustice and inequality in our schools and our community; and

BE IT FURTHER RESOLVED,

That SBUSD implements equitable hiring practices across the district in order to recruit and retain a certificated district staff that is reflective of the racial diversity of our students; and

BE IT FURTHER RESOLVED,

That the SBUSD Board of Trustees will revisit the aforementioned action items through quarterly reports by district staff that will be made accessible to the public.

APPROVED AND ADOPTED by the SBUSD Board of Trustees on the 23rd day of June in the year 2020, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

President, Board of Education
Santa Barbara Unified School District

Clerk, Board of Education
Santa Barbara Unified School District