



WAYLAND SCHOOL COMMITTEE ANTI-RACISM RESOLUTION

WHEREAS, as schools have the responsibility to equip students with their civil right of obtaining a free and appropriate public education, it is also the responsibility of each school to ensure we create a welcoming, safe, and educationally enriching community for ALL students; and

WHEREAS, it is the responsibility that the district provides to all district staff, including School Committee members, annual professional development on diversity, equity and belonging; and

WHEREAS, the district will commit to recruiting and retaining a diverse and culturally responsive workforce; and

WHEREAS, the district will examine its policies for institutional and systemic racialized practices and implement change with sustainable policies that are evidence based; and

WHEREAS, the district will incorporate into its curriculum the history of racial oppression and works by Black authors and works from other diverse perspectives; and

WHEREAS, we as school district leaders have a moral and institutional responsibility to name and address acts of racism and hate that continue to plague our public and private institutions;

Therefore, be it RESOLVED: that Wayland will hold ourselves and our community accountable to putting words into action and ensuring that diversity, equity and belonging are embedded in our institutions and practiced by and for our students, families and staff.

This resolution affirms the district's collective responsibility, across all human differences, to create a school community where the oppressed are heard and treated with the same care and respect as those who are not oppressed: "All lives won't matter until Black lives matter."

**Adopted by the Wayland School Committee
January 27, 2021**