

# SCITUATE PUBLIC SCHOOLS

## Antiracism Resolution Draft

Antiracism is a commitment, at both the institutional and personal levels, to do more than simply not be racist. It is the active and ongoing practice of challenging values, structures, and behaviors that perpetuate systemic racism while also supporting the humanity, uniqueness, and experiences of Black people, Indigenous people, and other People of Color (BIPOC).

Because racism exists in our schools and our society, Scituate Public Schools commits itself to the following action steps to promote antiracism:

1. The District must lead in actively acknowledging, addressing, and preventing racial bias and racially antagonistic behaviors. Each of us, individually and collectively, is responsible for creating and cultivating an antiracist learning environment in which everyone is given equitable access to opportunities to learn, grow, and engage, regardless of their skin color. All lives cannot matter until the lives of BIPOC matter.
2. The District affirms the importance of culturally responsive practices, literature, curriculum, and assignments that represent the diversity of our world and the cultures of our students and that also accurately honor the contributions, experiences, and perspectives of historically marginalized communities. We acknowledge our current curriculum and practices do not achieve this yet.
3. The District commits to conducting an initial equity audit by an independent agency to review current practices, strengths, and weaknesses.
4. The District commits to using the findings of the equity audit and subsequent annual reviews (aligned with [Policy AC - Non-Discrimination Policy](#)) to assess existing and future policies, practices, programs, curriculum, opportunities, professional development, and procedures for the promotion of educational equity.
5. The District commits to tracking, reporting, addressing, and implementing clear consequences for racist incidents in our schools--including, but not limited to, hate crimes and hate speech--and to implementing restorative justice practices in a way that increases transparency and complies with student codes of conduct as well as privacy laws.
6. The District commits to dedicating time and resources in schools for staff professional development, culturally responsive training, anti-bias training, annual reviews of academic and disciplinary outcomes for racial disparities, book studies, celebrations of diversity, critical conversations among staff and with students, building capacity of staff to create safe spaces for BIPOC students to share concerns, and establishing community partnerships to support this work.
7. The District commits to hiring, retaining and supporting a diverse faculty and staff reflective of the demographics of the world beyond Scituate to provide significant value to all students and adults. In addition, the District commits to partnering with racially and ethnically diverse experts, consultants, and the community to help create a stronger and more inclusive workforce.
8. The District commits to providing students with appropriate supports, spaces, and opportunities to access their education, school-related activities, and other community events; to safely and confidently interact with their peers and staff; and to effectively, promptly, and appropriately address incidents of racism.

The District commits itself to this work because everyone in the SPS family deserves to feel represented, safe, and supported.