

Lighthouse Community Public Schools
Draft Resolution # XXX
School Board Commitment to Promote Equity and Anti-Racism and Combat Anti-Blackness

RECITALS

WHEREAS, the most recent incidents of violence against Black Americans are highlighting the continued systemic bias and institutional racism in our society;

WHEREAS, there is a visible resurgence of White Supremacist groups in our nation rallying publicly against the very premise that Black Lives Matter and against equity more broadly;

WHEREAS, Lighthouse Community Public Schools condemns this violence, racism, anti-Blackness, and disregard of human dignity and life and is committed to actively interrupting systemic racism through our core work of eliminating inequities in the education system;

WHEREAS, we also understand, recognize, and own that disparities continue to exist within our own schools in terms of both experiences and outcomes, most notably for our Black students;

WHEREAS, our ultimate goal in this work is to enable all students to become Change Makers through achieving their own remarkable potential and genius, which includes a positive self-identity, alongside a strong foundation of knowledge, skills, and critical thinking;

WHEREAS, this work is most urgent for our Black students, but extends to all historically underserved and marginalized groups, including Indigenous and People of Color; those experiencing poverty, houselessness, or foster/kinship care; students who are LGBTQ+; students receiving special education instruction; and students who are linguistically diverse;

WHEREAS, this work is often driven without representative voices of the students and families most impacted.

THEREFORE, BE IT RESOLVED, by the Board of Directors of Lighthouse Community Public Schools that:

1. We stand in solidarity with the Black community to condemn this violence and the blatant disrespect for Black lives, as well as the underlying systems and beliefs that produce it - we see it, we hear it, and we are committed to working to change it;
2. We commit to our ongoing work as individuals and our collective work overseeing our schools in continuing to become equitable and anti-racist in behaviors, actions, and policies and to actively work against anti-Blackness;
3. We commit to eliminating the inequities that exist in terms of both experiences and outcomes for our students and families, most notably for our Black students;

4. We commit to reviewing and revising our established Organizational Key Results (OKRs) to ensure alignment with this resolution, namely promoting equity and anti-racism and combatting anti-Blackness;
5. We commit to conducting an annual equity audit of our data on the outcomes and experiences of our students, families, and staff to identify and address inequities;
6. We commit to centering student and family voice in analyzing this data and determining next steps for our organization, empowering the voices of those with the greatest stake in our collective work.

DATED this 14th day of October, 2020.

Kimi Kean
Chair,
Board of Directors
Lighthouse Community
Public Schools

Sara Solar
Vice Chair,
Board of Directors
Lighthouse Community
Public Schools

Rich Harrison
CEO,
Lighthouse Community
Public Schools

NOTES:

Naming the point in time

Naming the tensions

Naming the different experiences and outcomes and taking responsibility for producing those
Naming we are still in progress in producing a graduate that has all the things we aspire to be
(Sara article, Rich changemaker)

Taking action to center decision making and program improvement through the lens of
students and families

Our work as a school is to elevate the voices and leadership of

Evaluating our systems and structures and actively working on these pieces in the OKRs