

**RESOLUTION
TO DECLARE RACISM IS A PUBLIC HEALTH CRISIS
AS IT ADVERSELY IMPACTS OUR STUDENTS, FAMILIES, STAFF,
AND COMMUNITY AT LARGE**

The Board of Education of the Akron City School District, Summit County, Ohio, met virtually in regular session on the 8th day of June, 2020, at Akron, Ohio, with the following members present:

N.J. Akbar
Bruce Alexander
Diana Autry

Patrick L. Bravo
Derrick Hall
Lisa Mansfield

Valerie McKitrick

The Treasurer advised the Board that the notice of requirements of O.R.C. Section 121.22 and the implementing rules adopted by the Board pursuant thereto were complied with for the meeting.

Valerie McKitrick moved the adoption of the following resolution:

RESOLUTION #20-065

WHEREAS, the Board of Education of the Akron City School District, Summit County, Ohio ("Board"), is a public school system within Summit County; and

WHEREAS, there is a long history of racism, discrimination, and segregation within our country (well over 400 years of chattel slavery followed by de facto exclusion), which has adversely impacted educational and economic outcomes for many racial groups, specifically Black citizens; and

WHEREAS, The preponderance of research suggests that this history has had a lasting detrimental impact on the educational outcomes of Black students and others through curriculum, discipline and climate; and

WHEREAS, racism has been determined to be a social determinant of health inequities through its direct physiological impact on individual and population health, as well as indirectly through its impact on educational, socioeconomic, and other social structures which can lead to negative long-term health outcomes; and

WHEREAS, the Board’s composition has changed overwhelmingly over time from being an all White Board to one that is more diverse, and that reflects positive progress in our community; and

WHEREAS, the Board presently is more representative of its student body with four Black members, two White members and one Latino member; and

WHEREAS, the Board acknowledges that our students are a diverse body of which 46.5% are Black; 32% are White; 4.5% are Latino; 8% are multi-racial; 8.4% Asian/Pacific Islander; 0.6% are Native American, all with diverse experiences; and

WHEREAS, the Board has existing policies and programs to promote racial equity; and

WHEREAS, the Board desires to further implement vigorous actions and share stronger statements recognizing all students who are entrusted in our care; and

WHEREAS, The Board desires to continue to live out its mandate and responsibility, as outlined in Policy 0118 to "establish policies and make decisions on the basis of declared educational philosophy and goals."

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Akron City School District that:

Section I. The Board hereby declares that racism is a public health crisis that adversely impacts our students, our families, and our community.

Section II. The Board directs its Legal, Contracts and Board Policy Committee to develop and/or revise a racial equity policy to strengthen our district’s equity policy in an effort to reduce the effects of racism on our Black, Latino and other marginalized students and staff.

Section III. The Board directs its Instructional Policy and Student Achievement Committee to develop and/or revise policies and protocols integrating additional racially and culturally relevant content into the curriculum and within the school buildings.

Section IV. The Board directs the district to recognize and honor Indigenous Peoples’ contributions and the impact that history has had on their heritage within our curriculum.

- Section V. The Board directs the Superintendent and/or his designee(s) to conduct expanded mandatory diversity, equity and inclusion, and implicit bias training, to the extent it is not already being provided to staff.
- Section VI. The Board directs the Superintendent to prepare an annual report that provides the following information: the number of complaints received from parents, students or community members regarding racial bias, the status of the investigation and the general outcome of each complaint.
- Section VII. The Board authorizes the Superintendent or his designee to work directly with the Akron Police Department, who provides service within our schools, to review our standards and expectations to further promote a culturally affirming climate, which our school buildings and students deserve.
- Section VIII. The Board directs the Superintendent to publish student rights and responsibilities when engaging with School Resource Officers and increase training for teachers, principals and administrators on their responsibilities.
- Section IX. The Board directs its Legal, Contracts and Board Policy Committee to draft a policy that establishes Employee Resource Groups focused on supporting and increasing staff climate, morale, and camaraderie. Additionally, the Board directs the Superintendent to begin working with our nearly 5,000 employees to begin gathering feedback regarding the establishment of Employee Resource Groups.
- Section X. The Board directs the Superintendent to submit an annual report to the Board outlining the hiring and promotion trends and practices among racial groups inside Akron Public Schools, including information regarding the racial composition of those hired from outside of the district for open positions.
- Section XI. It is hereby found and determined that all formal actions of the Board concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board.

Bruce Alexander seconded the Motion and, upon roll call, the vote resulted as follows:

Ayes: 7

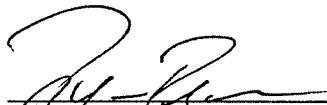
Nays: 0

Resolution passed and adopted this 8th day of June 2020.



Patrick L. Bravo, President

ATTEST:



Ryan Pendleton, CFO/Treasurer