

05-26-2021 Antiracist Vision Statement-Short Version DRAFT

Every student and employee has the right to learn and work in a safe and inclusive school environment that honors their race, color, religion, gender identity, sexual orientation, disability, and national origin.

Beaverton School District perpetuates institutional racism and embodies a white supremacist culture that continues to create barriers and inequities for members of our community. Schools are critical in providing safe and creative opportunities for people to learn about different cultural and racial identities, have conversations about pressing issues, and correct injustice wherever it exists. We commit to eliminating the structures, policies, and practices that perpetuate inequities in our schools and in our community.

Beaverton School District will authentically engage each student, family, and staff member to build connection, uplift understanding, and truly value the diversity of our school communities. We will work to dismantle policies and systems that perpetuate white supremacy and barriers to education and other school-related activities. Students and families of color will see themselves represented in curriculum, materials, instruction, classrooms, and all school activities in our district. Our district will honor, respect, represent, engage with, and be accessible to students and adults from all communities.

Eliminating racism and all forms of bias is fundamental to our work—not just a part of our work. We commit to removing racism, white supremacy, hate speech, and all forms of bigotry from our schools and communities.

Our district will:

- Seek and incorporate student, family, educator, and administrator input in decision-making processes.
- Provide ongoing antibias and antiracist education to every staff member.
- Enforce Every Student Belongs procedures to prevent, interrupt, and stop racist and biased incidents among students and between staff and students or community members.
- Create an inclusive learning community that honors, respects, represents, engages, and is accessible to learners from all communities.
- Create permanent district funding and resources to promote equitable policies, structures, and practices for BIPOC students and other marginalized groups.
- Implement policies, procedures, and professional development to confront and eliminate conscious and unconscious racism, and review these policies and procedures regularly to ensure we are meeting our commitments.