

**RESOLUTION REAFFIRMING DISTRICT 203 COMMITMENT TO EQUITY FOR ALL STUDENTS,  
OVERCOMING SYSTEMIC RACISM AND ENDING RACIAL INJUSTICE**

*WHEREAS*, the Board of the Naperville Community Unit School District 203 and District 203 Administration condemn racist events in our schools, our city and across our nation and stand in solidarity with our employees, students, families and residents in acknowledging the horrific consequences of systemic racism and social injustice. We pledge our commitment to undo inequities that exist in our policies and practices to create a truly equitable environment for all students;

*WHEREAS*, the Board and District 203 Administration have committed to devoting the resources necessary to achieve equitable results for all students and to do the work necessary to effect change in our policies, practices, programs and procedures in order to overcome inequities and establish school cultures that are inclusive, celebrate diversity and are truly equitable for all students;

*WHEREAS*, in 2017, the Board committed to accelerating progress toward equitable results for all students by beginning a \$2 million annual initiative to achieve equitable outcomes, which has yielded increased student achievement;

*WHEREAS*, in 2019, District 203 created equity teams at each of our schools and district office to support the district's deep equity work and provided trainings to faculty/staff on implicit bias and culturally responsive teaching;

*WHEREAS*, in 2019, the Board and District Administration began the process of revising our curriculum and instruction to represent and affirm diverse people, cultures, experiences, and perspectives;

*WHEREAS*, in 2019, acknowledging the importance of a diverse administration and staff, District 203 greatly enhanced our recruitment and hiring practices;

*WHEREAS*, the Board and Administration acknowledge the tremendous impact of the advocacy of our students, families, administration and staff in seeking change in our school district, community and world. We applaud the courageous voices of our students in their activism against racism and in support of local and national progress toward justice and equity for all. Likewise, the Board recognizes the tireless work and advocacy of our Diversity Advisory Committee, our S.U.C.C.E.S.S. group and other parent organizations in seeking and accomplishing positive change in our school district. In addition, the Board acknowledges the many courageous administrative and staff leaders who have embraced these efforts and sought greater personal and collective change in their school communities;

*WHEREAS*, despite all of this advocacy and action, the Board and the Administration recognize that much more work remains to be done to ensure equity for all students, genuinely inclusive culture, and truly just and equitable policies, programs, procedures, hiring practices and curriculum;

*THEREFORE BE IT RESOLVED*, that the Board of the Naperville Community School District 203, together with our Administration, staff, students and families pledge our collective commitment and tireless

effort and advocacy toward the changes that must occur to achieve equity for all students, overcome systemic racism whenever and wherever it is found and end racial injustice in our schools, community and nation. To those ends, we pledge:

1. Continued programmatic funding to achieve equitable student outcomes;
2. Systemic review of policies, practices, programs, curricula and culture to undo inequities and achieve a district culture that is inclusive, celebrates diversity and truly achieves equity for all students;
3. Elevation of student voices in a collaborative partnership to effect positive systemic change in our schools, community and nation.
4. Partnership with and deliberate engagement and inclusion of all families;
5. Recognition of the deep value of a diverse staff and administration, and the continued effort to recruit and retain employees of color;
6. Acknowledgement of ourselves as leaders in the effort to transform our schools and communities; the long-term commitment for action and results and the desire to be held accountable for the changes we seek.
7. Use of our voices as representatives of the community proactively to speak out against acts of racial and social injustice as we recognize that it is not enough to support justice, we must be against injustice.

The above being resolved and adopted by the Board of Education on June 25, 2020 as attested by the Board Members and Superintendent of Schools whose signature appears on this resolution.

Affirmed:

Charles Cush, Board Member \_\_\_\_\_

Kristin Fitzgerald, Board President \_\_\_\_\_

Kristine Gericke, Board Member \_\_\_\_\_

Joseph Kozminski, Board Member \_\_\_\_\_

Paul Leong, Board Member \_\_\_\_\_

Donna Wandke, Board Vice President \_\_\_\_\_

Janet Yang-Rohr, Board Member \_\_\_\_\_

Dan Bridges, Superintendent of Schools \_\_\_\_\_