

**School District of Monroe**  
**RESOLUTION NO. 20-1 Racism and Inequity**

THE SCHOOL DISTRICT OF MONROE'S COMMITMENT TO FIGHT RACISM AND CORRECT SYSTEMIC INEQUITY ON MOTION of Member

Jim Blayde, seconded by Member  
Tim Wolff, the following resolution is adopted:

WHEREAS, recent racially charged incidents have had an impact on many of our students and many members of our community. We are now called upon to be visible in our resolve to work for change; and

WHEREAS, the heightened level of civic engagement from our students and communities serves as an opportunity to work even harder to address the racial, cultural, and ethnic disparities in our schools; and

WHEREAS, schools are the cornerstones of communities, and educators play an important role in influencing perceptions and processes; and

WHEREAS, the School District of Monroe and Board of Education will continue to take an unwavering stand against racism and discrimination in all forms; and

WHEREAS, valuing the diversity that exists among our students, staff, families, and community members is integral to our District belief that all students and staff have a right to feel safe and respected at school; and

WHEREAS, we believe that we – individually and collectively – must fulfill the Board's vision to support the social and emotional well-being of all students by ensuring that all learning environments are safe, inclusive, innovative, and equitable for every person, regardless of their skin color or ethnicity; and

WHEREAS, the Board recognizes that achievement disparities for students of color persist despite this goal; and

WHEREAS, our classrooms are an ideal environment to provide racially and culturally relevant curriculum resources, including literature selections and historical perspectives from diverse voices, and the Board urges the District to keep this fact in the forefront as we continue to review our District's curriculum and course offerings; and

WHEREAS, the District has adopted Response to Intervention and Positive Behavior Interventions and Supports practices whereby Tier 1 supports can be applied to teach antiracism at all grade levels; and



WHEREAS, the School District of Monroe values the different cultures and ethnicities of our workforce and is committed to anti-racist leadership and inclusive working environments where each person is treated with respect and dignity; and

WHEREAS, the Board recognizes that our District would benefit from having a racially and ethnically diverse staff that matches our student population and an effort will be made to recruit employees that will add diversity to our workforce; and

WHEREAS, the Board is committed to our goal of providing high quality professional learning for teachers and staff, including supporting and expanding ongoing work with cultural proficiency and anti-bias training to cultivate a culture of trust and cultural relevance; and

WHEREAS, the problems of society are mirrored in schools, and these problems can only be fully addressed with a united effort of community and school coming together for the betterment of our students' future.

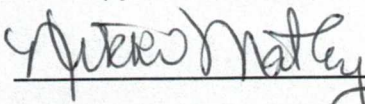
NOW, THEREFORE, IT IS HEREBY RESOLVED AND ORDERED that: The School District of Monroe will examine and confront the biases in our own school district and actively engage with staff, students, and families, and our whole community to address problematic practices that are contributing to unfair, inequitable outcomes; and

BE IT FURTHER RESOLVED, that the School District of Monroe will seek to better align our resources to meet the diverse and dynamic needs of all students, staff, and community; and

BE IT FURTHER RESOLVED, that School District of Monroe reaffirms its commitment to fighting racism in all its forms and correcting systemic inequity in order to fulfill our District vision of academic achievement and safe schools.

PASSED AND ADOPTED on July 27, 2020, by the following vote: AYES 9: NOES 0:  
ABSENT \_\_\_\_\_: ABSTAIN \_\_\_\_\_

STATE OF WISCONSIN, GREEN COUNTY, This is to certify that the foregoing document is a true copy of the Resolution of the Board of Education of the School District of Monroe.

  
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Nikki Matley, Clerk of the Board of Education