

**CAMPBELL UNION HIGH SCHOOL DISTRICT
RESOLUTION #59-06-18-20**

**A Resolution Denouncing Racism and White Supremacy, Supporting the Equity,
Wellbeing, and Safety of Black People, and Declaring that #BlackLivesMatter**

WHEREAS, since our nation's inception, institutional and structural racism and injustice, namely the malignancy and toxicity that is White supremacy, have led to deepening racial disparities across all sectors of society and have lasting negative consequences for our communities, cities, and nation, robbing countless lives and futures of people of color in the process; and

WHEREAS, historically, when Black people have fought for a more democratic society, the lives of all people have improved and, conversely, each time barriers to Black people's potential and humanity have been erected, our whole society has suffered; and

WHEREAS, on May 25, 2020, George Floyd, a Black resident of Minneapolis, Minnesota was murdered in police custody after a police officer knelt on Mr. Floyd's neck for eight minutes and forty-six seconds while Mr. Floyd was handcuffed, lying face down, pleading that he couldn't breathe; and

WHEREAS, the continued and unacceptable loss of Black lives, such as George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade, Nina Pop, and so many others call upon us to be visible in our outrage and, more importantly, in our resolve to work for change; and

WHEREAS, police use of excessive and militarized force, particularly against Black people, are among the most serious ongoing human rights and civil liberties violations in the United States and have led to a decrease in public safety and the exacerbation of structural inequities; and

WHEREAS, our public schools are facilitators of the limitless growth potential of all people, with the charge to instill in our youth a belief that every person deserves to live with dignity, be valued for their humanity, and be treated ethically; and

WHEREAS, it is essential to teach the experiences, honor the history, and highlight the contributions of Black people through Ethnic Studies, while ensuring that every Black person has the social, economic, and political power to thrive; and

WHEREAS, stating that #BlackLivesMatter does not negate our commitment to all members of our community, but rather elevates the importance of the lives of Black people, whose lives have historically been oppressed by our society, by White supremacy, and affirming that their lives, specifically, matter; and

WHEREAS, the COVID-19 pandemic has taken a disproportionate physical, mental, and financial toll on Black, Brown and Indigenous communities; and

WHEREAS, Black community members continue to experience microaggressions, racial profiling, hate incidents, and racial bias in systems and institutions that they encounter, including our school district; and

WHEREAS, discrimination, bias and racist incidents against Black, Brown, and Indigenous students harm them mentally, physically, and academically; and

WHEREAS, there are reports from student groups that the use of racial slurs are not always met with condemnation; and

WHEREAS, we believe that silence and inaction by individuals and institutions perpetuate injustice, bias, and racism;

NOW, THEREFORE, BE IT RESOLVED that, the Campbell Union High School District Board of Trustees stands firmly against bigotry, prejudice, discrimination, and inequity in all forms, both institutional and individual;

As protests surge in our local community and beyond, the Campbell Union High School District Board of Trustees wishes to affirm its commitment to the wellbeing and safety of Black community members and let them know they are not alone and that our district stands in solidarity with them and their struggle for justice;

1. The Campbell Union High School District denounces discrimination, racism, and sentiments against Black people. We will not tolerate racist treatment of any members of our community, and we will speak out against racism and systemic oppression in our society to help stop the spread of bigotry.
2. The Campbell Union High School District specifically denounces the use of racial slurs. All district staff and students are responsible for intervening should they hear derogatory terms being used. Reports of racial slurs will be investigated, and individuals using offensive language will be held accountable through appropriate consequences and restorative action.
3. The Campbell Union High School District joins cities, counties, and states across the country in affirming its commitment to the safety and wellbeing of our Black community and in combating hate crimes and biases in our government systems.
4. The Campbell Union High District will increase its efforts to provide a safe and welcoming school environment for all students, working with the City of San Jose's community non-profits, and other government agencies.

5. The Campbell Union High School District will confront the biases in our own school district and actively engage in the challenging work of dismantling the problematic practices that are limiting the opportunities for our Black, Brown and Indigenous students.
6. The Campbell Union High School District will continue its initiatives to recruit and retain Black, Brown, and Indigenous teachers in order to provide students with teachers who reflect the backgrounds of our diverse student population.

BE IT FURTHER RESOLVED, that the Campbell Union High School District proudly declares that Black Lives Matter and joins the movement to fight for freedom, liberation, and justice for the Black community; and

BE IT FURTHER RESOLVED, that the Campbell Union High School District is committed to providing safe spaces for discussions on race and injustice; and

BE IT FURTHER RESOLVED, that the Campbell Union High School District is committed to restorative justice practices, implicit bias training, Ethnic Studies, and resources that foster dialogue around the guiding principles of #BlackLivesMatter; and

FINALLY, BE IT RESOLVED, that the Campbell Union High School District will work tirelessly and collaboratively with staff, students, and families to dismantle institutionalized racism in our society and school district.

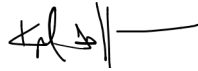
PASSED AND ADOPTED by the Board of Trustees of the Campbell Union High School District at a regular meeting held on this 18th day of June 2020, by the following vote:

AYES: K.Gallagher, K. Arrasmith, L. Goytia, S. Brown, R. Varich

NOES: None

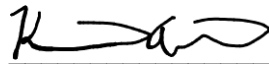
ABSENT: None

ABSTENTION: None



Kalen Gallagher, President
Board of Trustees of the Campbell Union High School District







ATTEST:



Kristiina Arrasmith
Clerk of the Board of Trustees of the Campbell Union High School District

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