

FARMINGTON PUBLIC SCHOOLS' BOARD OF EDUCATION

PROCLAMATION

WHEREAS, the Board of Education of the Farmington Public Schools District ("District"), Oakland County, Michigan ("Board"), is tasked with providing for the safety and welfare of its students and to educate students in a safe and nurturing environment; and

WHEREAS, the Board of Education seeks to provide accessible and equitable education opportunities in particular to target groups identified as disadvantaged; and

WHEREAS, despite the Greater Farmington community having been founded by abolitionist Quakers and being a stop on the Underground Railroad, it is acknowledged that there is a long history of racism, discrimination, and segregation within our community, which has adversely impacted educational and economic outcomes for many racial groups; and

WHEREAS, the Board acknowledges that our students are a diverse body of which 24.9% are Black/African American; 3.7% are Latinx; 15.4% are Asian/Asian American; 0.1% are American Indian or Alaskan Native; 4.2% are Multi-Racial; and 51.7% are White, all with diverse experiences; and

WHEREAS, the Board is committed to eradicating systemic racism, bigotry, discrimination, hate, and violence in any form; and

WHEREAS, it is not enough to simply be "not racist," it is imperative to be "anti-racist;" and

WHEREAS, in being anti-racist, the Board commits to a process of intentional inclusion in the development and implementation of educational practices, policies and procedures of the district to ensure the full participation of People of Color; and

WHEREAS, children begin their lives without hatred and bigotry, and we must, as a school system, uphold the public's trust by fostering understanding, acceptance, respectful civic discourse, and inclusion among our students; and

WHEREAS, we must work with our community partners to create the desired community free of racism; and

WHEREAS, we have the ability to uplift a community of diverse ideas that recognize and celebrate all the attributes that form children and hold true to the ideal that we are all created equal; and

WHEREAS, educators should be lifelong learners about race and racism and as a district we should provide the necessary resources to facilitate and promote educational discourse about race and racism; and

WHEREAS, as we grow in our learning of implicit bias and institutional racism, we must continue to reflect on and amend curricula, training, policies, and systemic practices used in schools to help end institutional racism.

**NOW THEREFORE BE IT RESOLVED that:**

Section I: Farmington Public Schools hereby commits to stand against any and all acts of racism, disrespect, violence, and inequitable treatment of any person, and declares itself to be an anti-racist institution.

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

Section III: The Board charges the District to research and integrate racially and culturally relevant elements into the curriculum and within the school buildings, including practices to ensure all students reach their full potential.

Section IV: The Board will seek to eliminate incidents of racial bias and discrimination through required diversity, equity, and inclusion trainings focused on race and implicit bias for its staff while also committing to monitor incidents that are reported and sharing statistics on its results.

Section V: The Board authorizes the Superintendent to work directly with the Farmington Public Safety Department and Farmington Hills Police Department, both of whom provide services within our schools, to review our standards and expectations to further promote a culturally affirming climate, which our staff and students deserve.

Section VI: The Board directs the district to discontinue the celebration of Columbus Day and recognize and honor Indigenous Peoples' Day in honor and celebration of Native American culture, the people who originally inhabited the Americas, and the impact exploration had on Indigenous people.

Section VII: The Board directs the Superintendent to work with our staff to form race and other identity-based employee Affinity Groups focused on creating a safe space for staff to express fears, pains and hopes for the district in order to support and increase staff climate, morale, and camaraderie.

Section VIII: The Board commits to participate in a series of training sessions over the next year including implicit bias and equity training.

Section IX: The Board directs the Superintendent to continue its institutional culture audit and to restructure to ensure Black, Indigenous, and People of Color (BIPOC), their cultures and world views are equitably represented at every level of district decision making in the District; including, but not limited to ensuring people of color are adequately represented in hiring and retention strategies, from teachers to other support.

Section X: The audit should also include outcomes for BIPOC students compared to their white counterparts and a plan to address, including naming and assigning, resources to solve the noted disparities.

Section XI: The Board commits to developing equity in education policy and procedures.

Section XII: The Board directs the Superintendent to conduct regular staff satisfaction surveys to assess and review information on District climate and culture, particularly as they relate to racial issues and concerns.