



Chula Vista Educators Black Lives Matter Resolution

RESOLUTION REGARDING CHULA VISTA ELEMENTARY SCHOOL DISTRICT'S COMMITMENT TO BLACK LIVES MATTER AND ANTI-BIAS/ANTI-RACISM AT SCHOOL

WHEREAS, in response to both currently and historically disparate treatment of Blacks/African Americans, a nationwide movement has arisen to assert that Black Lives Matter; and

WHEREAS, the Black Lives Matter at School movement is committed to continuous critical reflection and honest conversations in school communities for people of all ages to engage with issues of racial justice; and

WHEREAS, the Black Lives Matter at School calls for anti-racist curriculum throughout the year, including a specified week of action in February in schools across the district where educators teach lessons about the 13 principles of the BLM Global Network, intersectional Black identities and contributions to history; and

WHEREAS, the Black Lives Matter movement is an all-encompassing movement that includes fighting for equality and justice alongside LGBTQIA+, Latinx, Asian-American, Indigenous, persons with disabilities, and other oppressed individuals or groups; and

WHEREAS, Chula Vista Educators (CVE) will continue to take an unwavering stand against racism and discrimination in all forms; and

WHEREAS, CVE believes that we -- individually and collectively -- must fulfill the CVESD Board's goal to empower student success by ensuring that all learning environments are safe, inclusive, innovative, anti-racist, and equitable for every person, regardless of their skin color or ethnicity; and

WHEREAS, CVE acknowledges that there have been attempts to celebrate cultures and holidays, yet an integrated ethnic studies and anti-racist curriculum has yet to be adopted; and

WHEREAS, CVE recognizes that achievement disparities and program inequities occur between east and west sides of Chula Vista; and

WHEREAS, CVE acknowledges discipline disparities for students of color persist, evident in the CVESD suspension rates for 2015-2019 Black students consisted of 3.6% of enrollment yet 8% suspension, Latinx 70% population yet 75% of suspension; 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

WHEREAS, CVESD has adopted Sanford Harmony, a social-emotional curriculum, which can be modified to teach anti-racism at all grade levels; and

WHEREAS, CVE values 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, CVE recognizes that our District would benefit from having a racially and ethnically diverse staff that matches our student population; that the presence of diverse employees helps to stop negative stereotypes, promotes acceptance of diversity and equity, influences the culture of our schools, and increases role models and mentors for students of color, and that, for these reasons, the District will work towards the goal of hiring and retaining diverse staff, administrators, teachers, and counselors; and

WHEREAS, in 2018-2019 CVESD student population consisted of 70% Latinx, 9% Filipino, and 3.6% Black, yet the CVESD certificated staff consisted of 39.1% Latinx, 6.1% Filipino, and 1.7% Black and the CVESD administrators consist of 49.1% Latinx, 5.7% Filipino, and 2.8% Black; and

WHEREAS, schools should be places for the practice of equity, for the building of understanding, and for the active engagement of all in creating pathways to freedom and justice for all people; and

WHEREAS, teachers should be supported, encouraged, and applauded for efforts to teach curriculum that is anti-bias and anti-racist; and

WHEREAS, in 2019 Chula Vista Elementary School approved a budget on July 17, 2019 Agenda Item 6.T (pg 93) allocating \$468,362 to hire 3.5 School Resource Officers (SROs) to police our schools, yet only 7 CVESD (non-charter) schools have access to an on-site counselors and 2 CVESD (non-charter) schools have on-site social workers out of the 41 district (non-charter) schools; 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; and

WHEREAS, numerous and diverse community groups throughout San Diego County engaged in Black Lives Matter and anti-racism can support the understandings and affirmations that underlie the Black Lives Matter movement and anti-racist movement in CVESD; and

WHEREAS, the National Education Association studies indicate that Black, Indigenous, and Students of Color, especially in low-income, suffer the most from high-stakes testing;

WHEREAS, the native language connects students to their culture, yet many schools with high English Language Learners (ELL) populations do not have equitable access to schools with Dual Immersion programs; and

WHEREAS, the term English-language learners labels students with a deficit;

NOW, THEREFORE, IT IS HEREBY RESOLVED AND ORDERED that:

Chula Vista Educators will examine and confront the biases in our own school district and actively engage with staff, students, families, and our whole community to address and remove problematic practices that are contributing to unfair, racist, inequitable outcomes; and

BE IT FURTHER RESOLVED, that Chula Vista Educators will seek to better align our and CVESD resources to meet the diverse and dynamic needs of all students, staff, and community; and

BE IT FURTHER RESOLVED, CVE urges CVESD to recruit and retain staff, administrators, teachers, and counselors that reflect the student population; and

BE IT FURTHER RESOLVED, CVE supports a transfer of SRO funds be redirected to hire on-site counselors and social workers or other services to promote anti-racism as well as mental health and well-being; and

BE IT FURTHER RESOLVED, CVE advocates for movement against standardized testing, beginning with the elimination of standardized testing in kindergarten; and

BE IT FURTHER RESOLVED, CVE insists CVESD provide ethnic studies and anti-racist curriculum, resources, and paid professional development; and

BE IT FURTHER RESOLVED, in support to that movement, CVE pledges to participate in the BLM at School week of action, affirmation, and solidarity, to be called "Black Lives Matter At School,"; and

BE IT FURTHER RESOLVED, CVE demands district-mandated, annual staff training, professional learning cycles, consistent effective paid professional development to promote anti-racism; and

BE IT FURTHER RESOLVED, CVE demands response protocol for racism in CVESD, including protocol for staff, students, and families; and

BE IT FURTHER RESOLVED, CVE will incorporate a line item budget amount for social justice/anti-racism efforts; and

BE IT FURTHER RESOLVED, CVE supports the term Emergent Bilingual versus English Language Learners since research proves that building on a student's native language assists English acquisition, supports cultural and family cohesiveness, and views bilingualism as an asset; and

BE IT FURTHER RESOLVED, CVE endorses the equitable and systematic implementation of bilingual/dual immersion educational program throughout the district, especially in schools with high Emergent Bilingual students; and

BE IT FURTHER RESOLVED, that CVE reaffirms its commitment to fighting racism in all its forms and correcting systemic inequity in order to fulfill our district's mission: Students in the Chula Vista Elementary School District experience a rigorous 21st Century learning environment that is rooted in effective teaching practices and high-quality instruction. Our mission is to nurture every child's imagination, intellect, and sense of inquiry. Working collaboratively with stakeholders, we tap a collective intelligence rich with the spirit and creativity necessary for students to become difference makers in our community.

Adopted _____

Special thanks to Poway Unified School District and Rochester Teachers Association for their guidance in their resolutions.