

MT. DIABLO UNIFIED SCHOOL DISTRICT GOVERNING BOARD
RESOLUTION 20/21-80

Inclusive School Messaging, Names & Imagery

WHEREAS all children and youth should be able to attend school in a welcoming, safe and inclusive environment free from discrimination; and

WHEREAS in December 2019 Mt. Diablo Unified School District (MDUSD) became eligible for California Collaborative for Educational Excellence (CCEE) assistance when it failed to meet CA Accountability Dashboard priority outcomes for "School Climate", among other criteria; and

WHEREAS [CCEE's Systemic Instructional Review](#) 2021 identified "there is a strong need to set expectations and provide sustained training on implementing culturally relevant and responsive curricular and instructional resources as well as implementing targeted strategies to support students from underrepresented racial and ethnic groups, in particular" ... and recommended "Action 1E: Set the expectation that work to achieve equity and inclusion will be shared by all district and school leaders and all teachers."

WHEREAS MDUSD [Equity Policy 0415](#) states: "In order to eradicate institutional bias of any kind, including implicit or unintentional biases and prejudices that affect student achievement, and to eliminate disparities in educational outcomes for students from historically underserved and underrepresented populations, the district shall proactively identify class, linguistic, and cultural biases as well as practices, policies, and institutional barriers that negatively influence student learning, perpetuate achievement gaps, and impede equal access to opportunities for all students."

WHEREAS MDUSD [Board policy 0410](#) states "District programs and activities shall also be free of any racially derogatory or discriminatory school or athletic team names, mascots, or nicknames. Annually, the Superintendent or designee shall review district programs and activities to ensure the removal of any derogatory or discriminatory name, image, practice, or any other barrier that may unlawfully prevent an individual or group in any of the protected categories stated above from accessing district programs and activities, including the use of facilities. The Superintendent or designee shall take prompt, reasonable actions to remove any identified barrier."

WHEREAS the [California Racial Mascots Act](#) states "The use of racially derogatory or discriminatory school or athletic team names, mascots, or nicknames in California public schools is antithetical to the California school mission of providing an equal education to all."

WHEREAS the [American Psychological Association \(APA\) in 2005](#) called for the immediate retirement of all American Indian mascots, symbols, images and personalities by schools, colleges, universities, athletic teams and organizations. APA's position is based on a growing body of social science literature that shows the harmful effects of racial stereotyping and inaccurate racial portrayals, including the particularly harmful effects of American Indian sports mascots on the social identity development and self-esteem of American Indian young people.

WHEREAS California Education Code 201 includes (a) All pupils have the right to participate fully in the educational process, free from discrimination and harassment. (b) California's public schools have an affirmative obligation to combat racism, sexism, and other forms of bias, and a responsibility to provide equal educational opportunity... (d) There is an urgent need to teach

and inform pupils in the public schools about their rights, as guaranteed by the federal and state constitutions, in order to increase pupils' awareness and understanding of their rights and the rights of others, with the intention of promoting tolerance and sensitivity in public schools and in society.

WHEREAS MDUSD Board Policy 5145.3 Nondiscrimination/Harassment and Transgender Policy states that the Governing Board desires to provide a safe school environment that allows all students equal access and opportunities in the district's academic, extracurricular, and other educational support programs, services and activities.

NOW, THEREFORE BE IT RESOLVED that the Mt. Diablo Unified School District Board sees an urgent need to establish a welcoming and safe environment for all students in our schools and community; and if necessary, schools shall choose a non-human mascot/name replacement within 1 year, and the district budget shall bear the costs of the transition rather than the school site budget.

BE IT FURTHER RESOLVED that Mt. Diablo Unified School District Board encourages all schools to utilize proven, high quality tools to create welcoming environments such as:

1. registering as an Anti-Defamation League [No Place for Hate](#) School,
2. teaching the four domains of [Social Justice Standards](#) to all students (identity, diversity, justice and action),
3. teaching lessons from the approved [California Ethnic studies model curriculum](#); and

BE IT FURTHER RESOLVED that this resolution be distributed to every school in the District.

AYES: NOES: ABSENCES: ABSTENTIONS:

Cherise Khaund, Board President

Debra Mason, Board Vice President

Linda Mayo, Board Member

Erin McFerrin, Board Member

Keisha Nzewi, Board Member

Dr. Adam Clark, Superintendent