



MT. DIABLO UNIFIED SCHOOL DISTRICT GOVERNING BOARD
RESOLUTION 22/23-59
Anti-Racism

WHEREAS the Mt. Diablo Unified School District has experienced several recent incidents of racial bullying, including racial slurs, hate graffiti, inappropriate murals and cotton balls brought to school to mock Black History Month, and

WHEREAS the Mt. Diablo Unified School District Board of Education condemns these incidents as unacceptable acts that must be responded to with serious actions that are both responsive and preventative in nature, and

WHEREAS Board Policy 5131.2 – Bullying, prohibits any act of bullying or hate violence in any form against any student or staff member, and requires any complaint be investigated and resolved, and

WHEREAS the Mt. Diablo Unified School District Board of Education unanimously approved Board Resolution 19/20-68, “Condemning Violence, Racism and Injustice and Reaffirming Equity and Humanity as Central Guiding Principles” on June 8, 2020, reaffirming equity and humanity as central guiding principles for district actions and policymaking, and

WHEREAS the Mt. Diablo Unified School District held a well-attended town hall on February 21, 2023, to receive feedback and input from the community on these issues, and

WHEREAS feedback received during the town hall included students not feeling respected, safe or belonging to the school because of their race, due to actions from other students or staff. Parents also expressed feeling ignored and dismissed by school staff,

THEREFOR, BE IT RESOLVED that the Mt. Diablo Unified School District Board of Education remains committed to concrete action in response to acts of racism, and directs the Superintendent to do the following:

- Conduct mandatory annual training in implicit bias and racial equity for all staff members, beginning in the 2023-24 school year, and report to the Board the participation rates and end-of-training survey results from participants no later than November 30, 2023.
- Provide teachers and all staff members responsible for curriculum development with the necessary training to sensitively select and/or design curricular resources that elevate the histories and cultures of systematically marginalized communities, and report to the Board the training participation rates and end-of-training survey results from participants no later than January 31, 2024.
- Review current discipline practices, policies and procedures pertaining to acts of racism, hate, violence and make recommendations for strengthening

relevant Board policy on these issues no later than the June 2024 Board meeting.

AYES: NOES: ABSENCES: ABSTENTIONS :

Keisha Nzewi, Board President

Erin McFerrin, Board Vice President

Cherise Khaund, Board Member

Debra Mason, Board Member

Linda Mayo, Board Member

Dr. Adam Clark, Superintendent

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Adopted at the meeting of the MDUSD Governing Board of Education on 6/14/2023
