

**RESOLUTION OF COMMITMENT TO RACIAL EQUITY
IN URBANA SCHOOL DISTRICT 116**

WHEREAS, the Equity Mission of Urbana School District 116 states, "We are a community devoted to dismantling inequitable practices so that all students reach their personal greatness; and success is no longer predictable by student identity: race, class, (dis)ability, language, religion, sexuality, gender, immigration status, among others."; and

WHEREAS, the results of the equity audit presented to the Board of Education on March 6, 2018, presented new district commitments to review policies, procedures, and structures through an equity lens, supply culturally responsive professional development, and aggressively recruit and retain staff with a goal of having the background of district staff match the background of the students it serves; and

WHEREAS, it is a core belief of the Urbana community and of Urbana School District 116 that we as a district can only succeed if every student in the district has the supports they need to be successful; and

WHEREAS, it is a long standing practice of Urbana School District 116 to be a leader in implementing research driven, best practice methods of improving student outcomes in line with the District's mission; and

WHEREAS, the techniques in published research described broadly as Restorative Justice - restorative circles, trauma informed care, increased social and emotional supports - have in exploratory studies indicated promising results in terms of their impact on school climate, student behavior, and relationships between students and with staff.

NOW, THEREFORE, BE IT RESOLVED:

Section 1. The Board of Education of Urbana School District 116 affirms its commitment to the goals of racial equity articulated by the District's Equity Mission; and

Section 2. The Board of Education supports the goals and commitments found in the equity audit of Spring 2018, including but not limited to, reviewing District policies, procedures, and structures through an equity lens; offering ongoing professional development on culturally responsive

curriculum and instruction and culturally responsive management; and increasing our recruitment and retention efforts so District faculty, staff, and administrators reflect the race and ethnicity of our student population; and

Section 3. The Board of Education recognizes that the District's racial equity goals are most effectively attained through the Strategic Plan focus areas approved by the Board of Education in Spring 2018: student academic achievement and instruction, district culture, administration, faculty and staff, and community and family relationships.

Section 4. This Resolution shall be in full force and effect forthwith upon its adoption.

ADOPTED this 20 day of November, 2018, by the following vote:

AYES: 7

NAYS: 0

ABSENT: 0

Board of Education
Urbana School District No. 116
County of Champaign
State of Illinois

By: *Benita Kallen's Gay*
President, Board of Education

ATTEST:

David H. [Signature]
Board Secretary