

Resolution No. 2 Shoreline Education Association

Race and Equity Resolution

WHEREAS, [1] The United Nations Declaration of Human Rights (1948) boldly declared that, and The National Education Association believes that, in order to achieve racial and social justice, educators must acknowledge the existence of White supremacy culture as a primary root cause of institutional racism, structural racism, and White privilege. Additionally, the Association believes that the norms, standards, and organizational structures manifested in White supremacy culture perpetually exploit and oppress Black, Indigenous, and People of color and serve as detriments to racial justice. Further, the invisible racial benefits of White privilege, which are automatically conferred irrespective of wealth, gender, and other factors, severely limit opportunities for people of color and impede full achievement of racial and social justice; and

WHEREAS, as the late Secretary General of the United Nations, Kofi Annan, stated “Motivated students leave school more prepared to take up the reins of the future; they are better empowered to improve their own lives and, later, the lives of their children. When the right to education is assured, the whole world gains.”; and

WHEREAS, the Board of Directors of Shoreline School District passed a resolution acknowledging “that institutional racism exists within public school systems” and has stated a commitment “to working until race is no longer a predictor of overall student outcomes,” aspiring “to provide respectful and relevant learning environments that leverage diversity and create schools where students, families, community members and employees feel welcomed and supported.”; and

WHEREAS, Resolution 2020-21 “Support for Development, Addition and Integration of Ethnic Studies for Shoreline Students” adopted by the Board of Directors of Shoreline School District states that the “district recognizes that all students benefit when accurate and complete history is taught, understood and celebrated and that all students will learn better, be more successful and develop positive aspects of identity and that the availability of and emphasis on ethnic studies in our schools will support the District’s goal of eliminating the opportunity gaps and help prepare our students for college, career, and life” and to which ends “the School Board is committed to investing in professional development to strengthen employees’ knowledge and skills for eliminating opportunity gaps and other disparities in achievement.”; and

WHEREAS, research compiled by the Learning Policy Institute has demonstrated that “teachers of color boost the academic performance of students of color. Teachers’ influences include improved reading and mathematics test scores, improved graduation rates, and increased aspirations to attend college.”; and

WHEREAS, the Washington Education Association has adopted Resolution CR D-4 INCLUSIVE DIVERSITY (RA-07, 12) emphasizing that all locals should develop plans for inclusive diversity that include strategies and efforts in such areas as the following: 1. working closely with other interested stakeholders to help diversify membership through effective recruitment, hiring, and retention of employees of color; 2. improving our cultural competency and culturally responsive and sensitive practices in our school districts, worksites, local Associations, and UniServ Councils; 3. creating safe opportunities for courageous conversations related to diversity issues; and 4. increasing member of color involvement and leadership in the Association, as well as participation by other historically under-represented groups; and

WHEREAS, the National Education Association and Washington Education Association have both adopted resolutions regarding White supremacy culture (NEA I-52 and WEA CR I-16) maintaining that educators must acknowledge the existence of White supremacy culture as a primary root cause of institutional racism, structural racism, and White privilege. Additionally, both associations believe that the norms, standards, and organizational structures manifested in White supremacy culture perpetually exploit and oppress people of color and serve as detriments to racial justice.

Therefore, be it RESOLVED that:

We, the Shoreline Education Association, acknowledge the existence of systemic racism and White Supremacy culture. We further acknowledge that as educators, we operate within national and local systems marked by the invisible racial benefits of White privilege, which are automatically conferred irrespective of wealth, gender, and other factors, severely limit opportunities for people of color and impede full achievement of racial and social justice.

FURTHER RESOLVED, the Shoreline Education Association is committed to dismantling White supremacy culture and upholding the belief that Black Lives Matter as an issue of human and civil rights, critical to our members and to the students that we serve.

FURTHER RESOLVED, that the Shoreline Education Association is committed to training educators in the use of restorative justice, culturally responsive teaching practices, anti-racism training, and social emotional instruction, with the goal of shaping classroom environments that empower and engage all students, especially our students of color who have been disproportionately and negatively impacted by traditional educational systems and structures.

FURTHER RESOLVED, SEA is committed to pursuing training for our members to facilitate and incorporate ethnic studies, Since Time Immemorial, and Black Lives Matter curriculum as well as to incorporate, more broadly, instructional materials that reflect diverse and historically marginalized narratives and assessment strategies that allow all learners to communicate what they know regardless of ability or background.

FURTHER RESOLVED, SEA is committed to connecting our members to professional development and to supporting district led efforts to shape our classrooms into safe spaces for

Approved by SEA Representative Council: 11/16/2020

our students and teachers to engage in courageous and critical conversations about race as well as institutional, systemic, and historical racism necessary to dismantle White supremacy culture and affirm the lived experiences of students, staff, and community stakeholders.

FURTHER RESOLVED, SEA is committed to policies, procedures, and systems that bolster our ability to recruit, retain, and support our educators of color.

FURTHER RESOLVED, SEA is committed to facilitating communications between district stakeholders and the association regarding ongoing Race and Equity initiatives and holding space for dialogue with student and community voices.

FURTHER RESOLVED, SEA is committed to crafting future budgets that reflect our commitment to racial equity and to the periodic review of progress in implementing this resolution, including a report to the general membership.

FURTHER RESOLVED, SEA will actively advocate for social and educational strategies fostering the eradication of institutional racism and White privilege perpetuated by White supremacy culture. "Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship...".