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# Ashland School District #5

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## Ashland School Board Resolution: Black Lives Matter

WHEREAS, Black Lives Matter; and

WHEREAS, the Black Lives Matter movement, like the Black and African American civil rights movements before it, has effectively articulated the injustices that exist at the intersections of race, class, and gender; including mass incarceration, police brutality, poverty, housing, income disparity, homophobia, gender inequality, healthcare access and outcomes, and educational outcomes; and

WHEREAS, we acknowledge that across the U.S., Black students are more heavily disciplined and referred to law enforcement than White students, as well as other [critical inequalities](#) that schools will continue to perpetuate without proactive implementation of anti-racist policy and practice ([EdWeek, 2017](#)); and

WHEREAS, the U.S. Office of Special Counsel issued an [advisory opinion](#) that it is not a violation of the Hatch Act for federal employees to show support for the Black Lives Matter movement and the Black Lives Matter Global Network while on duty, including wearing or displaying materials related to the cause, because they address issues such as racism, which are not inherently aligned with a single political party and do not meet any criteria for a "partisan political group"; and

WHEREAS, the Oregon State Board of Education is charged by students to continue the real work of repairing the damage of racial injustice, brutality, and hatred by bringing messages of understanding, love, and belonging more fully to our schools throughout Oregon through its overarching policies and actions as well as the work of school districts; and

WHEREAS, we acknowledge that throughout Oregon's history, institutional and structural racism has caused division and fear for communities, and that we share in the responsibility to respond to such circumstances in our school district community; and

WHEREAS, we acknowledge that the authors of Oregon's constitution declared that no Black people could reside in the state or hold real estate, a law that wasn't repealed until 1926; and that racist language in the state constitution wasn't removed until 2002, amounting to systemic racism and causing lasting negative consequences for Black communities; and

WHEREAS, the Ashland School District strongly supports the declaration that “Black Lives Matter” in the findings sections of several bills enrolled by Oregon’s bipartisan Legislature ([HB 4203](#), [HB 4205](#), [HB 4207](#)); and

WHEREAS, the Ashland School District is subject to all federal and state laws and constitutional provisions prohibiting discrimination; and

WHEREAS, we cannot legislate away racism but we can learn where it exists and make the necessary corrections to eliminate manifestations of it anywhere in the Ashland School District; and

WHEREAS, the Ashland School District promotes nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation, gender identity or expression, national original, marital status, age or disability; and

WHEREAS, the Ashland School District is committed to ensuring in word and in deed, that every student has access to the resources and supports they need to thrive in school; and

WHEREAS, an undeniable series of tragic events and crises have unfolded in Oregon and around the U.S., including the COVID-19 pandemic, wildfires, and violence driven by systemic racism that have stacked harm upon harm against Black, Indigenous, Native American, people of color, tribal communities, and tribal governments; and

WHEREAS, in believing that silence and inaction allow racism to remain in our schools, we declare that “Black Lives Matter” in order to reinforce that the lives of Black educators, staff, students, and everyone in Ashland’s school communities hold the same inalienable value of all human life; and that Black students matter and belong in our classrooms, as do all students;

THEREFORE BE IT RESOLVED, the Ashland School District, consistent with its Equity Policy “JBB” will continue its work to:

1. Affirm the identity of each student and acknowledge and honor differences to create a sense of belonging for each student;
2. Provide students with equitable access to high-quality curriculum, programs, extracurricular activities, support services, teachers, administrators, and staff even when this means modifying current practices or differentiating resource allocation;

3. Systematically utilize district-wide and individual school-level data, disaggregated as appropriate by race; ethnicity; language; special education; sex; sexual orientation and gender identity when available; socioeconomic status; enrollment mobility; and disability status to better inform district decision-making and to make those decisions in a manner that is free of bias;
4. Incorporate the voice, culture, and perspectives of students, staff, families, and communities that reflect student demographics in order to support and enhance student success;
5. Identify and counteract biased practices that perpetuate achievement disparities and lead to disproportionate levels of student success;
6. Actively recruit, hire, and retain staff who reflect student demographics;
7. Support employees to engage in culturally-responsive practices, including the delivery of quality instruction and services;
8. Be responsible and accountable for the success and achievement of all students;
9. Ensure that the Ashland School District Strategic Plan supports the principle of equity through its core values, goals, and strategies; and
10. Regularly report progress and outcomes of the district's equity plan(s) to the Board of Education and the community.

BE IT FURTHER RESOLVED that the Ashland School District:

Renews its commitment to providing all students with a high-quality public education regardless of race; and

Will strengthen comprehensive networks of support, including but not limited to the Black and African American Student Success grant program, for Black students and families who experience education inequities, discrimination, harassment, violence, bullying, or hatred based on race; and

Will make special efforts to ensure that Black students, families, and employees know, that they belong and are valued members of the Ashland School District community; and

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Affirms wholeheartedly, without question, that “Black Lives Matter.”

Approved the 9th day of November 2020

Eva Skuratowicz, School Board Chair

Victor Chang, Vice Chair

Tomás Monter-Rangel, Board Member

Sabrina Prud’homme, Board Member

Jim Westrick, Board Member