

**Adopted by the Board of Education, as amended, and on Suspension of the Rules at First Reading, at the Regular Meeting of December 13, 2016**

**Subject: Resolution No. 1612-13A1**

**In Support of Inclusive Schools that Celebrate Diversity and Respect People of All Identities**

- Commissioners Matt Haney, Shamann Walton, Sandra Lee Fewer, Hydra Mendoza-McDonnell, Emily M. Murase, Rachel Norton, Jill Wynns and Student Delegates Jessica Eng, and Maria Zaragoza

**WHEREAS:** The San Francisco Unified School District's (SFUSD) is committed to the emotional, social and physical well-being of all of our students, staff, and families; and

**WHEREAS:** SFUSD is a community that celebrates our diversity, and believes it the greatest strength of our community. We are committed to reducing prejudice and enhancing understanding between individuals and groups within our schools; and

**WHEREAS:** In recent months, there has been a rise in reported hate crimes and bias-related incidents in schools, including in SFUSD; and

**WHEREAS:** The Southern Poverty Law Center recently released a survey of over 2,000 K-12 teachers nationwide, which showed a significant increase in anti-Muslim or anti-immigrant sentiment in particular; and

**WHEREAS:** The Board of Education expresses deep concern about these trends and believes that our schools and school district must take immediate action in addressing any incidents of hatred or intolerance in our schools, based on race, religion, ethnicity, nationality, language, gender identity, sexual orientation, ability status, age, immigration history, economic means, or any other identity; and

**WHEREAS:** Many staff and leaders throughout SFUSD schools and departments are taking commendable actions to support students and foster climates that celebrate diversity, inclusion and respect for people of all identities; and

**WHEREAS:** Extensive resources, curriculum, materials, and best practices are available to assist schools in promoting such positive culture and responding to acts of intolerance and hatred.

**WHEREAS:** SFUSD implementation of our Safe and Supportive Schools initiative trains school communities to engage students and all members of the community in specifically defining what it means to be Safe, Respectful, and Responsible as the foundation of promoting positive, pro-social learning environments where all students feel a sense of belonging and are valued by the school community.

**WHEREAS:** the district's Restorative Practices program holds at its core the building and sustaining of positive relationships and schools with the most appropriate and consistent implementation of Restorative Practices are experiencing positive benefits such as: safer and more caring environments, a greater commitment by everyone to take the time to listen to one another, a reduction in bullying and other interpersonal relationships and a greater awareness of the connectedness of young people and their need to belong and feel valued by their peers and significant adults in the school community.

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**Page 2**

**THEREFORE BE IT RESOLVED:** The Board of Education calls on the Superintendent to develop and / or strengthen clear protocols for how to report and respond to acts of intolerance and bias-related incidents. Where appropriate, these protocols should be integrated into our Safe and Supportive Schools policy; and

**BE IT FURTHER RESOLVED:** The Board of Education calls on schools to ensure accountability for any acts of hatred in our schools, including the use of restorative practices and opportunities for dialogue and healing; and

**FURTHER BE IT RESOLVED:** SFUSD will make curriculum, resources, and materials available to schools to build supportive school environments free of intolerance, bias and prejudice; and

**BE IT FURTHER RESOLVED:** The Board of Education urges school site leaders to take proactive steps, such as holding school-wide assemblies, partnering with student government and student leaders, implementing school-wide curricula, and setting clear standards for behavior, to ensure that we address intolerance and prejudice within our school communities.

**12/13/16**