

# MEMORANDUM



**TO:** TCAPS Board of Education  
**FROM:** Dr. John VanWagoner II, Superintendent  
**DATE:** May 21, 2021  
**RE:** Diversity, Equity, Belonging and Inclusion Resolution

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The Social Equity Task Force was created in November 2020 to support the need for leadership and action around equity, diversity, inclusion and belonging throughout the school community. Some focus areas include curriculum audits, library materials, professional learning and student voice. In addition, a subcommittee was formed to create a draft resolution for the Board to review and provide feedback. The draft resolution, intended for consideration and feedback only, is attached to this memo. Once completed, the resolution will be brought to the Board for adoption at a future date.

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Attachment

## DRAFT RESOLUTION

# Anti-Racism, Anti-Discriminatory Board Resolution

## Traverse City Area Public Schools Board of Education Resolution Condemning Racism and Committing to Being an Anti-Racist, Anti-Discriminatory School District

**WHEREAS**, trustees of the Traverse City Area Public Schools Board of Education, as well as the Traverse City Area Public Schools staff, are saddened and outraged that prejudice, racism, and injustice persist within our country and our community;

**WHEREAS**, students, parents, and community members in our district have reported experiencing and witnessing racism and hate speech in our schools;

**WHEREAS**, racism and hate have no place in our schools or in our society and we must protect the rights of every person who lives, works and learns in our community;

**WHEREAS**, we must lead, because we each have an individual and collective responsibility for creating and nurturing an anti-racist, anti-discriminatory, and anti-hate learning environment where every child is respected and valued for who they are;

**WHEREAS**, as an educational institution, we are committed to providing a safe and inclusive learning environment that promotes equity and affirms the humanity of all members of our staff, students, and community regardless of race, ethnicity, nationality, sex, gender identity and gender expression, sexual orientation, social and economic class, religion, ability, age and body type;

**WHEREAS**, equity means that each student will acquire the opportunities, resources, and support they need to attain their full potential;

**WHEREAS**, achieving equity requires proactive efforts, continuous investment, and district level focus;

**WHEREAS**, the Board of Education affirms the work of the district's Social Equity Task Force and commits to supporting ongoing learning opportunities to help increase institutional and individual knowledge related to equity, hearing and elevating underrepresented voices, and recognizing and eliminating bias and prejudice;

**WHEREAS**, Traverse City Area Public Schools is working to be a leader on educational equity, including critically analyzing our current system, policies and practices, but we also recognize that the district must continue to actively acknowledge, address, and prevent racial bias and discrimination;

**Now, therefore, be it resolved on this XX day of XX 2021, by the TCAPS Board of Education that**, the district condemns racism, racial violence, hate speech, bigotry, discrimination and harassment in all forms inside and outside of our schools and community, and stand steadfast in our commitment to foster an inclusive educational environment where every student, staff member, parent, and community member is treated with dignity and respect, as well as our

commitment and moral obligation to continue fighting for racial justice and human and civil rights for all, and to

1. Creating, supporting, and maintaining a standing Social Equity Task Force, which includes staff voice, student voice, parent voice, and community voice.
2. Providing training with the goal of working to develop and provide more comprehensive ongoing professional development opportunities for TCAPS staff.
3. Identifying and providing immediate and ongoing opportunities for student learning about diversity, equity, inclusion and belonging issues.
4. Continuously reviewing TCAPS curriculum and instruction in order to identify what is currently being taught and address gaps in curriculum and resources from a social equity and diversity lens.
5. Continuing efforts to provide, expand, share, and highlight the books available in school libraries to ensure they include authors who represent marginalized communities and a wide diversity of individual voices and experiences.
6. Recognizing that the actions needed to combat discrimination and racism depend on new knowledge and community progress, we will continue to pursue and revise our actions as necessary to obtain our objectives.

**ADOPTED this XX day of XX 2021**