



# Resolution

## IN RESPONSE TO RACISM AND DISCRIMINATION

The Francis Howell School District Board of Education pledges to our learning community that we will speak firmly against any racism, discrimination, and senseless violence against people regardless of race, ethnicity, nationality, immigration status, religion, sexual orientation, gender identity, or ability. We will promote racial healing, especially for our Black and brown students and families. We will no longer be silent. We are committed to creating an equitable and anti-racist system that honors and elevates all, but one that also specifically acknowledges the challenges faced by our Black and brown students and families.

In order to accomplish these ideals, the FHSD Board of Education commits to the following:

The FHSD Board of Education stands firmly against all acts of individual and systemic racism. We commit to becoming allies in the struggle to foster better understanding and a socially just community. We will openly talk, challenge, and confront racism. As a school board and district, we value each and every student, family, and staff member.

We embrace our organizational responsibility to ensure that the principles of diversity, equity, and inclusion are integrated into the culture, curriculum, policies, programs, operations, and practices of the FHSD district.

The FHSD Board of Education hereby declares that racism is a crisis that negatively impacts our students, our families, our community, and our staff; the Board hereby declares its commitment to establishing, supporting, and sustaining a culture of anti-racism districtwide. We see you, we hear you, we are listening, and we are learning.

**ADOPTED AUGUST 20, 2020**  
**BY THE FRANCIS HOWELL BOARD OF EDUCATION**

Mary Lange, President	Mike Hoehn, Director
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