

**Burbank Unified School District
Instructional Services
REPORT TO THE BOARD**

TO: Members of the Board of Education

FROM : John M. Paramo, Assistant Superintendent, Educational Services

PREPARED BY: John M. Paramo, Assistant Superintendent, Educational Services

SUBMITTED BY: Laura Erisman, Administrative Assistant

DATE: October 15, 2020

SUBJECT: Second Reading and Approval of the District Anti-Racist Statement

Background:

Through the work of the Diversity, Equity, and Inclusion Committee, the Burbank Unified School District has been working with the community to identify areas where the district can improve. The committee includes sub committees that are working on specific areas of concern. The policy subcommittee has been working on an anti-racist statement. While the district is not ready for an anti-racist policy, the committee believes that a public statement regarding the vision for Burbank Unified School District to become Anti-Racist in practice and policy is critical.

District Wide Goals for 2020-2021

Goal 7: Create a positive school climate by maintaining a safe environment and developing a sense of belonging for all students and staff

Discussion and Issues:

The Diversity, Equity, and Inclusion Subcommittee ask the Board of Education to consider adopting the following Anti-Racist statement declaring the district's desire to become Anti-Racist:

The Burbank Unified School District officially denounces racism as the product of white default/ supremacy culture and recognizes the impact of systemic and generational racism as traumatic to our country, community, and school district. In light of continuing racial violence, including the killings of Breonna Taylor, George Floyd, Andres Guardado, Dijon Kizzee, and many others, we also recognize that Black people in this country have had a unique and traumatic history in terms of racial relations, equality, and equity. We stand with the truthful and humane statement that all lives cannot matter until Black lives and the lives of indigenous and people of color (BIPOC) matter. We are taking steps to actively work towards being fully anti-racist, not only in word, but also in policy, practice, and accountability. Change is rarely easy, but with the support and cooperation of the entire Burbank school community we know that we will reflect a district that is truly unified.

Recommendation:

John Paramo, Assistant Superintendent, Educational Services, recommends the Board of Education approve the District Anti-Racist Statement, as presented.