

Loudoun County Public Schools



LCPS Ad Hoc Committee on Equity Resolution September 24, 2019

- 1. WHEREAS**, Loudoun County Public Schools believes and is committed to a safe, supportive school environment as the foundation for the success of all students, staff, families, and communities based on the affirmation of their human dignity;
- 2. WHEREAS**, Loudoun County Public Schools believes and is committed to a culture of continuous improvement which drives the fulfillment of our mission – empowering all students to make meaningful contributions to the world;
- 3. WHEREAS**, Loudoun County Public Schools believes and is committed to strong partnerships with families and our community that enhance our excellence;
- 4. WHEREAS**, Loudoun County Public Schools believes and is committed to an inclusive, safe, caring, and rigorous learning environment that serves as the foundation for student growth;
- 5. WHEREAS**, Loudoun County Public Schools believes in and is committed to transparency, accountability and good stewardship of resources that strengthen public trust and support;
- 6. WHEREAS**, a recent equity assessment conducted in Loudoun County Public Schools revealed a low level of racial consciousness and equity literacy among faculty, staff, and students which negatively impacts the environment for students and staff in our school community;
- 7. WHEREAS**, the recent equity assessment and other reporting has uncovered that many students have been targeted by hate-based actions, racial slurs, and insults in their everyday learning experiences, causing indifference and trauma for the victims of such incidents.
- 8. THEREFORE, BE IT RESOLVED THAT THE** Loudoun County School Board and its division superintendent publicly declare the condemnation of White supremacy, hate speech, hate crimes, and other hate-based acts of violence, and any instances of hate, discrimination, and violence based on race, religion, national origin, gender identity, sexual orientation, ability, appearance, and socio-economic status.
- 9. BE IT RESOLVED** that Loudoun County Public Schools is committed to proactive action ensuring the school division is respectful and culturally responsive when teaching all students and serving (interacting with) families.
- 10. BE IT RESOLVED** as deemed by the themes identified and recommendations set forth in the equity assessment and other reporting, as well as our own commitment to doing what is right for our students, our administrators, teachers, school board, staff, students and parents will engage in dialogue and training on mitigating the impact of implicit bias and racism and devising next steps in creating a more culturally responsive learning environment for every student.
- 11. BE IT RESOLVED** that Loudoun County Public Schools will work to eliminate opportunity gaps for marginalized and underrepresented students to ensure access to high quality, deeper learning experiences for each student.

12. BE IT RESOLVED that Loudoun County Public Schools is deeply committed to improving and consistently implementing human resources practices and policies in support of a more diverse workforce through efforts focused on recruiting, hiring, and retaining of educators of color and of other diverse backgrounds.

13. BE IT FURTHER RESOLVED that Loudoun County Public Schools embraces the diversity of our county and shall implement equitable policies and best practices to create a safe and supportive environment for every LCPS student, family, and staff member.