

Resolution 1920R-005

By Directors Baez and Miller

WHEREAS, The Milwaukee County Board adopted a resolution in May 2019, declaring that racism is a public health issue affecting Milwaukee County, with a goal of developing develop a Racial Equity Plan starting with the training of all 4,000 County employees in racial equity, calling on all levels of government in Milwaukee and Wisconsin to follow suit; and

WHEREAS, In 2015, the Board adopted Resolution 1516R-001, known as the Black Lives Matter resolution, which identified racism and white supremacy, affecting our students, as having deep systematic roots in America, both past and present; and

WHEREAS, In 2014, the Board adopted Resolution 1415R-003, which called for respect of multiculturalism and multi-language teaching for all; and

WHEREAS, In 2017, the Board adopted Resolution 1617R-007, known as the Safe Haven resolution, which, called for defending immigrant and undocumented students; and

WHEREAS, Racism, anti-immigrant xenophobia (including attacks on languages and cultures), anti-LGBT bias, Islamophobia and anti-Semitism have reached crisis proportions in America; and

WHEREAS, It is imperative that MPS teachers, staff and administrators work hard to divest themselves of all racial and ethnic biases, recognize the dangers that our students face and must believe in our students and have faith in their communities. They must trust them, and encourage them and defend them; and

WHEREAS, It is imperative for staff and students to understand biased actions and policies in the district, schools, and classrooms and that microaggressions, cultural ignorance, stereotyping, and toxic interactions must be confronted in all of our work; and

WHEREAS, Resolution 1920R-001 has been introduced to the Board, which calls on all staff and students to be trained in the use of Restorative Practices; and

WHEREAS, Racism and bias in MPS must be intentionally confronted, using an equity lens, meaning that that we acknowledge the disparities that impact historically marginalized groups and identify priorities based on areas of greatest needs; now, therefore, be it

RESOLVED, That MPS shall annually train ~~all~~ current staff and students over a ~~four~~ five-year period in anti-racist and anti-bias practices along with restorative practices, and similarly train ~~all~~ new staff within a reasonable period after their hiring; and be it

FURTHER RESOLVED, That ~~all administrative~~ district leadership, including the Board of School Directors, centrally assigned administrators, principals, assistant principals, and school leaders, shall be trained in the first two years of the ~~four~~ five -year implementation; and be it

FURTHER RESOLVED, That each school will annually train ~~have a lead person trained in the first year~~ the Discipline Champion and SEL Champion who will then assist their school in implementing a school-based anti-racist, anti-bias plan; and be it

FURTHER RESOLVED, That the school-based plans address issues of racism, bias, culture, language, school and district climate, curriculum and culturally responsive teaching and be developed by a collaboration of students, parents, staff and school leadership while, at the same time, engaging in anti-racist and anti-bias training; and be it

FURTHER RESOLVED, That this effort to eradicate racism and all forms of prejudice and to ensure equity in the Milwaukee Public Schools be widely promoted and discussed in the Milwaukee community as topics during quarterly community conversations ~~and with all other institutions that affect the lives of our children and families;~~ and be it

FURTHER RESOLVED, That this effort is not seen as a one-time training, but must be integrated into the whole of MPS, with on-going training beyond the first ~~four~~ five years.

FURTHER RESOLVED, That the administration shall present a draft plan and timeline for implementation of this effort in the July Board cycle.

May 29, 2019