

RESOLUTION TO DECLARE RACISM AS A PUBLIC HEALTH CRISIS AS IT ADVERSELY IMPACTS OUR STUDENTS, FAMILIES, AND COMMUNITY AT LARGE	
WHEREAS,	the Board of Education of the Ferndale Public Schools District, Oakland County, Michigan("Board"), is a public school system within Oakland County; and
WHEREAS,	there is a long history of racism, discrimination, and segregation within our country (well over 400 years of chattel slavery followed by de facto exclusion), which has adversely impacted educational and economic outcomes for many racial groups, specifically Black citizens in Ferndale; and
WHEREAS,	The preponderance of research confirms that this history has had a lasting detrimental impact on the educational outcomes of Black students in our district and others through curriculum, discipline, and climate; and
WHEREAS,	the Board acknowledges that our students are a diverse body of which 67% are Black/African American; 2.1% are Latino; 1.2% are Asian American; 0.33% American Indian or Alaskan Native; 29.5% White, all with diverse experiences; and
WHEREAS,	the Board seeks to educate each of its students from all backgrounds equitably while preparing each child for success, as outlined in our district's mission and Equity Vision; and
WHEREAS,	the Board strives to implement more vigorous actions and declare stronger statements recognizing, supporting and educating all students who are entrusted in our care; and
WHEREAS,	racism has been determined by empirical research as directly contributing to social determinants of health, anxiety, depression, and many other health, education and socioeconomic factors; and
WHEREAS,	the Board declares racism as a public health crisis that unfavorably impacts our students, families, and our communities; and
WHEREAS,	The Board seeks to continue to live out its mandate and responsibility, as outlined in Policy 0123 to, "establish policies and make decisions on the basis of declared educational philosophy and goals."
NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Ferndale Public Schools District that:	
Section I.	The Board hereby declares that racism is a public health crisis that adversely impacts our students, our families, and our community.
Section II.	The Board charges its Committee of the Whole to research and develop a racial equity policy for the district to explicitly ensure our Black, Latinx, and other marginalized students are not disproportionately affected by racism.
Section III	The Board charges its Committee of the Whole to research and integrate racially and culturally relevant elements into the curriculum and within the school buildings.
Section IV	The Board directs the district to discontinue the celebration of Columbus Day and recognize and honor Indigenous Peoples' contributions and the impact that history has had on their heritage within our curriculum.
Section V	The Board will seek to reduce incidents of racial bias and discrimination through required diversity, equity, and inclusion trainings focused on race and implicit bias for its staff while also committing to monitor incidents that are reported and sharing statistics on its results.
Section VI.	The Board authorizes the Superintendent to work directly with the Ferndale, Oak Park and Pleasant Ridge Police Departments, who provide services within our schools, to review our standards and expectations to further promote a culturally affirming climate, which our school buildings and students deserve.
Section VII.	The Board directs the Superintendent to work with our almost 350 employees to begin forming race and other identity-based Employee Resource Groups focused on supporting and increasing staff climate, morale, and camaraderie.

Section VIII.

It is hereby found and determined that all formal actions of the Board concerning and relating to the adoption of this resolution were adopted in an open meeting of the Board.