

**RESOLUTION OF THE BOARD OF TRUSTEES OF
THE FORT WORTH INDEPENDENT SCHOOL DISTRICT
“TO BE SILENT IS TO BE COMPLICIT.”**

WHEREAS, the Fort Worth Independent School District Board of Trustees and Dr. Kent P. Scribner, Superintendent of Schools, have taken a bold stand against systemic racism and have worked tirelessly toward equity transformation at all levels;

WHEREAS, In February of 2016, Superintendent Scribner introduced a new organizational chart to the Board of Trustees introducing the Division of Equity & Excellence for the purpose of fighting against systemic racism directly;

WHEREAS, the Board in February of 2016 approved the creation of the Fort Worth Independent School District Racial Equity Committee for the purpose of fighting against systemic racism directly;

WHEREAS, the Fort Worth Independent School District Racial Equity Committee has worked to end racism and inequality, and in that pursuit, the Committee recommended to the Board the adoption of the FWISD Racial and Ethnic Equity Policy. The policy outlines institutional racism throughout our system and declares that “the responsibility for addressing these disparities among students rests with the adults, not with the students;”

WHEREAS, the Board in response to the recommendation unanimously approved the FWISD Racial and Ethnic Equity Policy; and

WHEREAS, The Board and the Superintendent, when they see racism they address it directly, when they hear words of prejudice, they speak up against them, when they learn of an act of intolerance, especially if it occurs on one of our campuses or in one of our classrooms, they confront the situation and take action with urgency and unity.

IT IS THEREFORE RESOLVED THAT the Board finds Fort Worth ISD, with over 83,000 students and more than 11,000 employees, has the power and the duty to be part of the solution to dismantle institutional racism on behalf of the children we serve and the community in which we all live.

In furtherance of the pursuit of dismantling institutional racism and the Mission of the Fort Worth Independent School District, which is to Prepare **ALL** students for success in college, career, and community leadership, the Board makes the following findings:

1. The Board adopts and endorses the statement prepared and issued by the Fort Worth Independent School District Racial Equity Committee. Below is the statement.

“The problem of the twentieth century is the problem of the color line.” -W.E.B. Du Bois

We, the members of the Fort Worth Independent School District Racial Equity Committee, are horrified, outraged, and saddened by the recent murders of George Floyd, Breonna Taylor,

Ahmaud Arbery, and other Black citizens in our country in recent weeks, including Fort Worth's own, Atatiana Jefferson.

While certain groups see law enforcement as members of society that pledge to protect and serve, communities of color have had numerous traumatic experiences that have been historically ignored. Police practices are deeply rooted in White supremacy stemming from night patrols, slave patrols, and the Texas Rangers (Martinez, 2018; Oluo, 2019). These traumatic experiences impact every area of our Black community, including the school systems.

Three years ago, the Racial Equity Committee made a recommendation to the Board that the Fort Worth Independent School District take a bold stand against systemic racism and work toward equity transformation at all levels. In response, the Board unanimously approved the FWISD Racial and Ethnic Equity Policy. The policy outlines institutional racism throughout our system and declares that "the responsibility for addressing these disparities among students rests with the adults, not with the students." In this moment, we renew our commitment to the responsibility we have to the students and communities of color in the Fort Worth Independent School District.

As members of the Racial Equity Committee we will speak out against the perpetual White supremacy, systemic racism, and the anti-Blackness we observe and experience. The need for action to accompany our words is imperative. We will support our school district in conducting a full Racial Equity Audit at every school and district wide. This tool will be used by the Racial Equity Committee and FWISD Leadership to identify and eliminate systems, policies and practices which perpetuate racism in our schools and community.

We reaffirm our commitment to removing policies and practices that uphold White supremacy, ensuring that students and families in FWISD know that we do- and will continue to advocate for social justice and racial equity, and Restorative Practices. At a time when trust in public institutions is rightfully questioned, we have a responsibility to ensure communities of color are heard and have trust in our school district. We will partner with the district to host community conversations and town hall meetings to discuss and develop solutions for racial inequities. Additionally, we commit to ensuring there is a space among students and staff to acknowledge community trauma and address their emotional health. We must provide time and resources to the Social Emotional Well-being of students, helping them to heal and cope with trauma. As members of the Racial Equity Committee, we have the privilege of exercising our voice with district leaders and decision makers on a regular basis. We also recognize that we have a duty to elevate the voices of all communities of color in the district.

We understand that racial injustice is systemic and deeply rooted in the history of our country, but it must stop now.

FWISD RACIAL & ETHNIC EQUITY PLEDGE

- I pledge to take a stand in support of racial equity for all Fort Worth ISD students, families, and staff.
 - I will listen first and seek to understand others’ perspectives and experiences, even if it stands in direct contradiction to my own.
 - I will examine my own biases and actively seek to change them.
 - I will speak up when I observe situations of prejudice, racism, and the exploitation of any person on the basis of their race.
 - I will reach out to those who are different from me in order to break down the walls that divide us.
 - I commit to honor and embrace diversity and treat individuals as I would hope to be treated.
2. Additionally, the Board officially adopts the FWISD Racial & Ethnic Equity Pledge developed by the Committee and asks everyone to do more, take the pledge and help make Fort Worth ISD, the City of Fort Worth, the State of Texas, and the Country a place where all are equal.

RESOLVED THIS THE 9th day of June 2020.

By:

Mr. Jacinto Ramos
President, Board of Trustees, District 1
Fort Worth Independent School District

Ms. Carin “CJ” Evans
Trustee, District 5

ATTEST:

Mr. Anael Luebanos
Secretary, Board of Trustees, District 8
Fort Worth Independent School District

Ms. Anne Darr
Trustee, District 6

Ms. Tobi Jackson
First Vice President, District 2

Mr. Norman Robbins
Trustee, District 7

Mr. Quinton Phillips
Second Vice President, District 3

Ms. Ashley Paz
Trustee, District 9

Ms. Daphne Brookins
Trustee, District 4