



## **Bright Star Schools Governing Board Resolution: Our Commitment to Anti-Racism**

**June 29, 2020**

The Bright Star Schools Governing Board would like to start this meeting with a public statement regarding our stance on eradicating systemic racism in our nation, our city, and our own organization.

Quite simply, Black lives matter.

Bright Star is an organization founded to serve those who have been systematically oppressed and denied a high-quality public education. We unequivocally stand united with our Black and African American students, families, staff, and communities during this tragic and painful time. We understand that this is not an isolated moment in history; tragedy and pain have been felt by our Black and African American communities for centuries.

After witnessing the ongoing murder and brutalization of Black and African American citizens perpetuated and sustained by white supremacy, we are — at long last — earnestly aware that it is not enough to be “not racist.” We must be actively anti-racist. At Bright Star Schools, we can and will do better for our communities of color, because this is both a fight for educational equity and a fight for Black and African American lives.

Our promise to our students, families, staff, and communities is that the fight for educational equity and justice for all will not end when the protests end. The deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and all those who came before them will not be in vain.

We will continue our mission and vision to develop the next generation of activists and leaders at our schools, who will act with integrity and champion equity to enrich our communities and the world. We are also committed to dismantling institutionalized racism of all forms, starting with our own organization. This is our responsibility and our great purpose.

The Governing Board commits to adopting a multi-dimensional and multi-year plan in the 2020-2021 school year including (but not limited to) the following steps toward combating racism and engendering diversity, equity, inclusion and belonging. This is only the beginning of

our journey, and we will continuously reevaluate to best meet the needs of our Bright Star communities.

1. **Renounce racism**, specifically anti-Blackness prevalent in all organizations, including our own. We will not ignore how racism has shaped educational institutions and outcomes.
2. **Lift up the voices** of Black, African American, and Indigenous People of Color (BIPOC), Latinx, Asian and Pacific Islander, North African and Middle Eastern, People of Color (POC), LGBTQIAP+ people, those with varying immigration status, people with disabilities and other marginalized populations amongst staff, students, families, and communities.
3. **Create opportunities** for our students and staff to elevate conversations about race, LGBTQIAP+ status, disability, and immigration status (and intersectionality amongst subgroups).
4. **Review our organizational practices** with a Diversity, Equity, Inclusion and Belonging lens and change practices that may harm those who identify as Black, African American, and Indigenous People of Color (BIPOC), Latinx, Asian and Pacific Islander, North African and Middle Eastern, People of Color (POC), LGBTQIAP+ people, those with varying immigration status, people with disabilities and other marginalized populations (as well as the intersectionality amongst these subgroups).
5. **Bolster existing programs and establish new programs** that cultivate diversity, equity, inclusion, and belonging within the Bright Star workplace and student programming.
6. **Train and educate** the Governing Board, faculty, staff and students regarding the history, abiding legacy, and consequences of racism and racial oppression in Los Angeles and the United States.
7. **Implement curriculum and programming** to ensure a just, equitable, and inclusive experience for every student and staff member at our schools.

It is easy to make bold statements about reform. The difficulty comes in the doing. As a Governing Board, we will hold ourselves and the Bright Star network accountable for these resolutions and pledge to provide regular updates on our progress.