



**Decatur Public Schools**  
*Educating for Success*

# **Resolution on Racism Update:** **Diversity, Equity, and Inclusion**

Jeff Dase, Assistant Superintendent of  
Diversity, Equity, and Inclusion  
September 12, 2023



# SECTION I

The Board hereby declares that racism is a public health crisis that negatively impacts our students, our families, our community, and our staff; the

Board hereby declares its commitment to **establishing, supporting, and sustaining a culture of anti-racism districtwide.**

## 1ST CLASS EDUCATOR

Scope of work =  
Developing,  
implementing and  
monitoring equitable,  
inclusive and  
culturally responsive  
practices

- Continuing equity professional development
- Individual schools sustaining equity work after initial services
- 100% of principals submitted Equity Plans
- Teachers engaged in Equity Commitment Goals work
- Cultural Clubs established at several DPS schools
- Annual Culturally Responsive Building Walks and Assessments

## PARTNERSHIPS WITH COMMUNITY VENDORS

- ALB Artwork = Art therapy for black males
- Collaborative sessions with community groups (i.e., Real Talk on Race)
- United Way DEI Quiz Challenge
- 21-Day Racial Equity Challenge

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## ANNUAL SUMMIT

Black Male Summit developed and implemented at several DPS schools

## FOCUS AREAS

- Illinois Instructional Requirements aligned to historical and current ethnicity groups contributions
- Multicultural dates and days recognition throughout the calendar year
- Development of DEI Learning Walks with a focus on demographic representation

## INTERNAL PROCESSES

- Bias Reporting Form adjustment and access
- DEI Hiring Questions for all applicants



## SECTION II

The Board directs its Board Policy Committee, in collaboration with student ambassadors and members/graduates of the DPS Parent Leadership Training Institute (PLTI), to **develop a racial equity policy to guide our district's equity work** in an effort to reduce the effects of racism on our Black, Latinx and other marginalized students, families, staff, and community.

**Area of  
Development =  
Work in  
Progress**



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# SECTION III

Representatives of the DPS Teaching and Learning Team, along with member(s) of the Board, will **develop or revise policies and protocols that integrate additional racially and culturally relevant content, along with anti-racism instruction, into the curriculum.** Additionally, this team will **bring forward recommendations around the implementation of an aligned, culturally responsive social-emotional learning curriculum.**

## CURRICULUM & CONTENT

- Purchase of racially and culturally relevant texts in all DPS libraries
- Assessment of racially and culturally relevant content in program adoption textbooks and resources
- Focus on Illinois Instructional Requirements aligned to historical and current ethnicity and underrepresented groups' contributions

## 7 MINDSETS

Social-Emotional Learning curriculum adopted district-wide

- Adoption of 7 Mindsets Culturally Responsive & "Flexible Content" Social-Emotional Learning Curriculum
- Included assessment of racially and culturally relevant content in 7 Mindsets Curriculum before adoption



# SECTION IV

The Board requests the Calendar Committee to **recognize Juneteenth as a district holiday** in the district calendar. The Board requests the Calendar Committee **recognize the second Monday in October as Indigenous Peoples Day**. Moving forward, the Board requests that the Calendar Committee reach out to various populations represented in our District to **ensure our calendar is inclusive of important cultural holidays** celebrated by our students, their families, our staff, and our community.

## ADDED DISTRICT HOLIDAYS

- Juneteenth recognized and celebrated as a district holiday each year on June 19
- Indigenous Peoples Day recognized and celebrated on the district calendar, this year October 9, 2023
  - Schools are encouraged to celebrate Indigenous Peoples and their contributions on Indigenous Peoples Day

## ENHANCED FOCUS ON CALENDAR DATES

- Focus on multicultural dates and days recognition throughout the calendar year
- Diversity & Inclusion dates and days added to Board of Education meeting packets + calendar on District website at [www.dps61.org/calendar](http://www.dps61.org/calendar)

# SECTION V

Representatives of the DPS Teaching and Learning Team, along with member(s) of the Board, will determine how to best **recognize and honor the lives and history of local and national Indigenous Peoples and the impact that history has had on their heritage within our curriculum.** Additionally, this team will seek to **strengthen Board policies around racist and offensive imagery** in our classrooms and school buildings.

## ADDED DISTRICT HOLIDAY

- Indigenous Peoples Day recognized and celebrated on the district calendar, this year October 9, 2023
  - Schools are encouraged to celebrate Indigenous Peoples and their contributions on Indigenous Peoples Day

## FOCUS AREAS & ASSESSMENT

- Focus on Illinois Instructional Requirements aligned to historical and current ethnicity and underrepresented groups contributions
- Development of DEI Learning Walks with a focus on demographic representation — directly aligns to addressing offensive imagery that may exist in our classrooms or school buildings



# SECTION VI

The Board directs the Superintendent or their designee(s) to **conduct expanded mandatory diversity and inclusion, equity, cultural relevancy, and implicit bias training**, to the extent it is not already being provided to district administration, teachers and staff (in accordance to their representative contracts) and all volunteers (including all members of the Board of Education), guest teachers, and pre-certified teachers who serve our students.



## TRAINING

- Implicit Bias Training was completed by District Leadership Team in 2021
- Mandatory Training for All Staff Members – Beginning 2023-2024 School Year
  - LGBTQIA+ Students – How to Provide Them a Safe, Supportive Educational Environment
  - Diversity, Equity, and Inclusion (DEI) for School Staff

## 1ST CLASS EDUCATOR

Scope of work =  
Developing,  
implementing and  
monitoring equitable,  
inclusive and  
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practices

- Continuing Equity Professional Development
- Individual schools sustaining Equity work after initial services
- 100% of principals submitted Equity Plans
- Teachers engaged in Equity Commitment Goals work



# SECTION VII

The Board directs the Superintendent to **aggressively recruit and develop teachers and staff who reflect the diversity of our students.**

**Since Resolution on Racism adopted on 8/4/2020**

## **178 DIVERSITY HIRES**

- 37 Teachers, including 26 substitutes
- 20 Teaching Assistants, including 1 substitute

- Black or African-American: 158
- Other, Two or More Races: 8
- Asian: 4
- Hispanic/Latino: 4
- American Indian or Native American: 3
- Undesignated/ Unknown: 1



## SECTION VIII

The Board directs the Superintendent to prepare an **annual report to the Board that highlights successes inside and outside the classroom** and outlines challenges including: the number of complaints received from teachers, staff, parents, students or community members regarding racial bias, the status of the investigation and the general outcome of each complaint, while maintaining individual privacy and confidentiality.

**District Highlights  
shared during each  
Board of Education  
meeting and on WSOY  
radio each Friday**



## SECTION IX

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Representatives of the DPS Student Services Team, along with the Discipline Action Committee, and member(s) of the Board, will work directly with administrators, teachers, students, and families to provide a recommendation to the Board for a **revised discipline and safety system that protects the physical, mental, and social health of students and staff through a culturally responsive, restorative justice model** that prioritizes the goal of involving the Decatur Police Department only in emergent violent crises.

**Each completed annually by the Director of Student Services before the Student Code of Conduct and Parent Handbook updates are finalized.**

## SECTION X

The Board directs the Superintendent or their designee(s) to **publish student rights and responsibilities on every campus where School Resource Officers (SRO) are assigned and to increase training for teachers, principals, and administrators on their responsibilities to provide fair and equitable discipline** that prioritizes the physical and mental health of all students and staff.



# SECTION XI

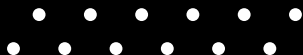
  
The Board directs its Board Policy Committee to draft a policy that **establishes Employee Resource Groups (or, affinity groups) focused on intentionally supporting and improving retention, morale, professional growth, and opportunities** for teachers and staff to collaborate in a supportive, affirming atmosphere.

## DEI FOCUS

- Development of a District-Wide Diversity, Equity, and Inclusion (DEI) Team
- Development of School-Based Diversity, Equity, and Inclusion (DEI) Teams

## AFFINITY GROUPS

- Acquiring valuable insight from existing affinity groups (i.e., Gay Straight Alliance)
- Soliciting interest in other affinity groups



# SECTION VIII

The Board directs the DPS Teaching and Learning Team, along with the DPS Student Services Team, to **regularly report to the Board and make public (while maintaining individual student privacy and confidentiality) the educational outcomes of students of color** specific to curriculum, discipline, opportunities, and social climate.

**Inclusive Data Presentation  
completed annually**



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## SECTION XIII

Be it hereby resolved that the Board expects policy recommendations, as outlined in this resolution.

### ONGOING

**Progress is a journey,  
not a destination.**

## SECTION XIV

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.

### COMPLETED

**Resolution on Racism adopted in an  
open meeting of the DPS Board of  
Education on August 4, 2020.**



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# THANK YOU!

## Questions?

Jeff Dase, Assistant Superintendent of  
Diversity, Equity, and Inclusion

