

**Marietta City Schools
Board of Education
Resolution Affirming Diversity, Equity and Inclusion**

WHEREAS, the Marietta City Schools Board of Education is committed to providing safe, welcoming and affirming spaces for all students, staff, families and community members regardless of race, ethnicity, gender, religion, sexual identity or orientation, ability or disability, country of origin or any other identity category or characteristics. The Board of Education emphatically declares that racism has no place in Marietta City Schools.

WHEREAS, recent events and tragedies in our community, state and nation have served as a catalyst, spurring an urgent sense of responsibility for leaders and community members to stand in solidarity with our Black community. We declare unequivocally that the voices, lives, aspirations and futures of Black students, Black staff and Black people in our community matter; and

WHEREAS, we acknowledge that this resolution does not diminish the commitment of Marietta City Schools in the pursuit of its vision for “all students to learn to their fullest potential”. Rather, this resolution demonstrates our responsiveness to the dynamic needs of our diverse community and ensures we publicly commit to accelerate our efforts around racial equality, diversity, equity and inclusion.

WHEREAS, the Board of Education recognizes that all of our students have academic potential and bring unique, valuable perspectives and experiences to our classrooms. At the same time, we also recognize that disparities persist in the educational outcomes of students of color, economically disadvantaged students and students with disabilities. We will always work to raise expectations both socially and academically while closing gaps caused by racial barriers.

WHEREAS, the health, safety and growth of all of our students in mind, body and spirit are the ends for which the Marietta City Schools community continually strives, moving forward together on a journey to provide all of our students with the desire and character to set worthy goals for themselves, the means and ability to achieve and be productive, and the wisdom and vision to find their place in the world.

WHEREAS, Marietta City Schools is committed to systemic improvements of policies, programs and practices that provide equity in student opportunities to succeed. We continuously monitor the effectiveness of the district's priorities and strategic plan to ensure the success of the whole child. The Board of Education expects the Superintendent, Cabinet, Principals and Staff to keep equity and inclusiveness at the fore as they plan, implement, monitor and evaluate district-supported programs. Our diversity, equity and inclusion commitments must be integrated in every level of our school district. The Board of Education further expects action and outcomes that are evident to students, staff and the community.

WHEREAS, the Board of Education is reminded that when, with aligned values and community support, our capable staff uses research-based best practices, we see success and expanded opportunities for students. Some notable results achieved through Marietta City Schools strategic initiatives include but are not limited to the establishment of the Emily Lembeck Early Learning Center and the Marietta High School College and Career Academy, as well as statistically significant gains in student achievement that have contributed to closing the

achievement gap for students identified as Black, Hispanic, Students with Disabilities, and English Learners.

We acknowledge the progress that has been made, but we will not stop striving for change with bold action until we reach a complete eradication of inequitable educational opportunities.

WHEREAS, the Board of Education is heartened by our diverse, capable, compassionate educators and staff who strive for equity, equal opportunity and justice. We are inspired by their commitment, resilience and willingness to learn to break down barriers that deny our students access to equity and excellence.

WHEREAS, the Board of Education recognizes that to more fully live into our values of diversity, equity and inclusion requires collective action. We acknowledge that strong community partnerships are a point of pride and strength in our school district and we will investigate innovative ways to enlist them in these efforts. The Board of Education encourages families and community members to have courageous and honest conversations about racism and realize the roles we can all play in improving our students' educational experiences and post-secondary opportunities. The Board of Education commits to facing these challenges together with our students, their families, our staff and our beloved Marietta community.

THEREFORE, BE IT SO RESOLVED that Marietta City Schools is committed, and will continually examine itself to ensure it remains an open and inclusive institution of public education for all its students, staff, administrators, families, community members and supporters, And, the Board of Education affirms our commitment to, and support of, our Black community.

THEREFORE, BE IT FURTHER RESOLVED that racism or discrimination have no place in Marietta City Schools and the Board of Education expects the highest standards of equality of opportunity and fair treatment. We will see each other for our individual worth and human potential. May we move forward from lessons learned and continue to improve both ourselves individually and Marietta City Schools as a much beloved academic institution.