

Brewster School District No. 111

Okanogan County, WA
Resolution No. 3-22/23

Regarding Equity for All

WHEREAS, Brewster School District welcomes and celebrates all its students and staff and promotes equity, equality and diversity, and celebrates the contributions of all. The Brewster School District does not tolerate harassment or discrimination. further it believes that the diversity that exists among the district’s community of students, staff, parents, guardians, and community members is an asset to be honored and valued. We pride ourselves on creating an environment that is welcoming to all; that all students and staff are equal as individuals and no student or staff member is to be treated as superior or inferior to one another, neither should they be taught that they are an oppressor or a victim. Pursuant to Board Policy 3210 and Policy 3207, any form of discrimination against students, employees, or volunteers of the Brewster School District with regard to “race, religion, creed, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation, gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability” is strictly prohibited, and we, the Board of Directors of the Brewster School District, hold all to a measure of 100% compliance.

WHEREAS, the Brewster School District condemns racism and will not tolerate racism, racist conduct, or bigotry. The Brewster School District desires to uplift and unite students by not imposing the responsibility of historical transgressions in the past and instead will engage students of all cultures in age-appropriate critical thinking.

WHEREAS, the Brewster School District is committed to maintaining a safe, positive school environment where all students, staff, parents, guardians, and community members are treated with respect and dignity, and where we can and will serve and celebrate students through academic excellence;

WHEREAS, the Brewster School District recognizes the right of its employees, as citizens, to express themselves and to engage in political activities, including on controversial issues as defined in District Board Policy 2331 and Policy 3220. At all times, however, District staff are expected to take care to avoid conduct that may substantially interfere with their ability to perform their job duties consistent with District policies and procedures, or that would foreseeably cause a substantial disruption to the operation of the school and/or District. In such cases, the District reserves the right to take appropriate and lawful action consistent with applicable policies, procedures, and contractual terms.

WHEREAS, all students deserve a high-quality education and experiences in the Brewster School District and nothing in this resolution shall be construed to restrict academic freedom or student speech or require any staff member to violate local, state, or federal law;

WHEREAS, the Brewster School District Board affirms its commitment and expectation that teachers will rely on the Board adopted curriculum as the authoritative source for the content of instruction to provide a comprehensive education, Policy 2020.

WHEREAS, the Board of Directors takes its obligations and responsibilities to curriculum review, development and adoption seriously on behalf of all stakeholders, including students, parents, teachers, support staff, taxpayers and members of the public; and no student or staff member should be taught that there is unequal value between another individual. Therefore, this resolution relates to the exclusion of any association with Critical Race Theory.

WHEREAS, Critical Race Theory is a loosely organized framework of legal analysis based on the premise that race is not a natural, biologically grounded feature of physically distinct subgroups of human beings but a socially constructed (culturally invented) category that is used to oppress and exploit people of color. Critical race theorists hold that racism is inherent in the law and legal institutions of the United States insofar as they function to create and maintain social, economic, and political inequalities between whites and nonwhites; and

WHEREAS, Critical Race Theory or other similar frameworks will not be used as a source to guide how topics related to race will be taught in the Brewster School District. Policy 2020 and 2021

THEREFORE, BE IT RESOLVED, that the Board of Directors of the Brewster School District declares the following:

1. The Brewster School District honors the experiences of all students by encouraging instruction that explores the history, philosophy, and structures that comprise the American experience. The Board seeks to support the teaching of respectful communication, empathy, and understanding by allowing students to see themselves and each other as part of the narrative.
2. That the District supports efforts in education to promote equity, respect, diversity; celebrate the contributions of all; and encourage teaching practices that emphasize there is no unequal value in regard to all students and staff and will not allow the use of Critical Race Theory as a framework to guide such efforts.
3. Brewster School District staff, in fulfilling their job duties, will remain politically neutral in areas of politics and/or highly debatable or controversial issues and will not display, teach, espouse, or otherwise convey their personal beliefs on political and/or other highly debatable or controversial topics. Rather, District staff must facilitate academic learning in the areas of religion, civil rights, economics, international affairs, sociology, ideology, politics and other highly debatable and/or controversial topics in an objective, neutral, non-biased manner, presenting all points of view. Staff is prohibited from using their positions to promote partisan politics, religious views, any aspects of CRT and promoting one group of individuals as superior or inferior to another. Nor should there be resources that reference to gender identity, gender fluidity, the gender spectrum or gender-neutral ideology in any form. Displaying support of the United States

of America, and the protection of quality civics education and academic discourse,
Brewster School District, Brewster Community are acceptable. Policy 5252

ADOPTED by the Board of Directors of the Brewster School District No. 111, Okanogan
County, Washington, at a regular meeting thereof, held on this ____26__ day of
__September____, 2022.

BREWSTER SCHOOL DISTRICT BOARD OF DIRECTORS:

Chair _____

Co-Chair _____

Director _____

Director _____

Director _____

Secretary _____