

CONEJO VALLEY UNIFIED SCHOOL DISTRICT

RESOLUTION #24/25-03

COMMITMENT TO

RACIAL EQUITY IN THE CONEJO VALLEY UNIFIED SCHOOL DISTRICT

WHEREAS, the Conejo Valley Unified School District (CVUSD) Board of Trustees (Board) acts in accordance with the District mission statement of committing "to provide exceptional experiences for all students filled with opportunities and choices that foster their unique gifts and prepare them to reach their full potential for success in a diverse, challenging, and changing world"; and

WHEREAS, the Board acknowledges past and present racial injustices experienced by CVUSD students, families, and staff, and stands firmly against all acts of individual and systemic racism and bias; and

WHEREAS, according to California Education Code 201, California schools have an affirmative obligation to combat racism, sexism, and other forms of bias and have a responsibility to provide equal educational opportunity to all students; and

WHEREAS, an equitable education must provide an understanding of the sociocultural challenges and barriers faced by Black, Indigenous, and People of Color (BIPOC) students; and

WHEREAS, CVUSD Board Policy 0415 and California Education Code 220 prohibit discrimination based on disability, gender, gender identity, gender expression, nationality, immigration status, race or ethnicity, religion, sexual orientation, or any other characteristic that is contained in the definition of hate crimes set forth in Section 422.55 of the Penal Code, in any program or activity conducted by the district; and

WHEREAS, according to the California School Boards Association's Equity Statement, "Effective school boards are equity-driven, making intentional governance decisions that combat institutional discrimination and bias (both explicit and implicit) and eliminate disparities in educational outcomes based on socioeconomic status, gender, gender identity, gender expression, race, religion, national origin, ethnicity, sexual orientation, disability or family background"; and

WHEREAS, CVUSD Board Policy 0415 states, "The Governing Board further believes that the diversity that exists among the district's community of students, staff, parents/guardians, and community members is integral to the district's vision, mission, and goals. Addressing the needs of the most marginalized learners requires recognition of the inherent value of diversity and acknowledgment that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes"; and

WHEREAS, the Board recognizes the importance of students at all levels being able to talk about, recognize, and address racism and bias, including how to be anti-racist in their own lives;

NOW, BE IT RESOLVED that the Conejo Valley Unified School District Board of Education commits to promoting racial equity in our district. In recognition of the need for both a long-term commitment and timely changes, District leadership, school site administrators, and faculty will continue working together and focusing on the following improvements:

SECTION 1. Implement the District's Diversity, Equity, Inclusion, and Belonging Strategic Plan to serve as a framework for the focus on equity, including racial equity, at every level in the district.

SECTION 2. The District's Diversity, Equity, Inclusion and Belonging Steering Committee has reviewed and updated the District DEIB plan and will continue to convene on an as-needed basis.

SECTION 3. Incorporate literature and history studies from BIPOC authors that are racially accurate, sensitive, and inclusive. For the core literature list, continue prioritizing training and unit development of texts written by BIPOC authors and reflect their experiences and perspectives across all grade levels.

SECTION 4. Continue to implement Racial, Equity, and Inclusion programming across district schools. Examples include promoting more leadership opportunities for our BIPOC students, dedicating assemblies each year to address issues of student racism and implicit bias, and continuing the expansion of student-led programming such as "No Place for Hate (NPFH)."

SECTION 5. Per Local Control Accountability Plan (LCAP) Goal 2, Recruit, develop, and retain highly qualified, diverse, and effective staff, and maintain an administrative leadership position dedicated to promoting, providing support to students and families, and ensuring accountability around issues of equity and social justice.

SECTION 6. Facilitate professional learning for all school site staff, faculty, students, and District Advisory Council and Committee members on implicit bias, racial equity, inclusive curriculum, and proper responses to experiences of racism by students and staff.

SECTION 7. Continue to review district-wide, equitable standards for disciplinary action and make the necessary changes to end implicit/explicit racial bias, including racial disparities in student searches, detentions, suspensions, expulsions, and schools' involvement with legal authorities in student conduct issues.

SECTION 8. Continue to review and provide recommended updates to racism and bias reporting policies to ensure such policies provide a safe manner for students and staff to report and require a response that accounts for the systemic nature of racism and bias.

SECTION 9. Expand and uphold processes for direct outreach to BIPOC families to determine academic and social-emotional needs and enact specific supports in response.

SECTION 10. Review the district's Diversity, Equity, Inclusion, and Belonging Strategic Plan regularly.

I hereby certify that the foregoing is a true and correct copy of a Resolution duly passed and adopted by the said Board of Education at the regularly scheduled Board of Education meeting held on April 16, 2025, by the vote of:

AYES: 5

NOES: 0

ABSENT: 0

Conejo Valley Unified School District



Mark W. McLaughlin, Ed.D.
Superintendent

Conejo Valley Unified School District



Bill Gorback
Clerk, Board of Education

