



Students - Parents - Guardians - Families - Community

We the students, staff, teachers, administrators, and superintendent at South Lane School District recognize that we have not yet explicitly addressed issues of racism, equity, disproportionate outcomes among our students of color and those assigned to special education and the English Language Learning. As the tensions continue to escalate worldwide due to racism, institutional racism and systems of advantage and disadvantage, we commit to work together to be actively anti-racist and dismantle the systematic racism within our school district while also empowering Black, Indigenous, People of Color (BIPOC).

Active anti-racism is:

*“The active process of identifying and working to eliminate racism by changing systems organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.” - NAC International Perspectives: Women and Global Solidarity*

In the past, we have fallen short of this definition by being complacent regarding racist situations that have arisen within our schools. This will no longer be tolerated. Our new objectives are:

- Educating our staff by bringing in professionals to train us on how to respond to incidents of racism
- Prioritizing our students’ mental health by looking into resources and methods that better support all students
- Working collaboratively with our local agencies, Department of Human Services, South Lane Mental Health, Food for Lane County, the City Cottage Grove and our local police,

to clarify how our partnership with them can best serve all of our students, especially the most vulnerable and keep them all safe

- Expanding our curriculum K-12 to include the history of BIPOC, colonialism, and racism not only in our country but also specifically in Oregon
- Developing and consistently updating a network of resources available to the community containing the most current events and research on racism.
- Developing a district-wide equity plan that defines our actions
- Developing a SLSD equity committee that includes students, parents, staff and community who identifies our strategic actions and continually assesses our progress

By stating these objectives openly, we are inviting the community to join uniting our community and holding all of us accountable to this commitment. Additionally we ask the community to support us in taking these actions. This invitation includes a hope that our community will join with us in each doing our own part in making the culture of our district and all of Cottage Grove inclusive and anti-racist. We are actively starting the conversation with our students K-12 so we can create a clear pathway where every student feels confident they will be heard and supported by any member of the staff when they witness or experience discrimination on the basis of their race, gender, ethnicity, sexual orientation or otherwise.

The South Lane School District is determined to set a new standard that reflects the forward-looking actions and ideas that we want to be developed in our society today. As the harm caused by not actively dealing with incidents of racism by students, staff, parents, and community members is not acceptable and does not result in all of our students and families feeling safe, supported and valued. The intention of the district is to unite the community in a common effort to help eliminate the racism that negatively affects our students. This collaborative effort will better prepare our students to contribute to the building of a more just world. They can then step into the world as experienced young adults with hearts and eyes wide-open.

The South Lane School District Equity Team Stance