

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

Policy Committee Meeting

February 11, 2021 3:30 PM

High School C120 - Conference Room

Agenda

I. Call to Order

- ACA – Racism Policy 3:30 – 4:00 PM
- ECFA – Sustainability Policy 4:00 -

Next Meeting: March 11, 2021

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ORCSD Racism Policy

The ORCSD School Board adopts this stand-alone racism policy specifically to denounce racism and in effort to **continually** work towards ~~ending racism~~ **becoming anti-racist to promote equity** and fostering **social justice** ~~an appreciation~~ for all within the ORCSD community. **“...being anti-racist requires persistent self- awareness, constant self-criticism and regular self-examination.”**

Ibram X Kendi, HTBAAR

Racism in any form is not acceptable nor will it be tolerated in the ORCSD. Racism can take many forms:

1. **Implicit Bias is unconscious favoritism or prejudice against a people of a particular race that influences one’s daily actions or perceptions.** *Due to the pervasive undercurrent of racism we all have implicit bias.*
2. Personal racism is an expression of racist attitudes and or behaviors directed at an individual based on that person’s perceived physical traits, ancestry, genetics and social or cultural traits such as: the use of derogatory language, racist jokes, names calling, mistreatment, deliberate avoidance, threats, and or acts of physical violence to a person.
3. Cultural racism is the willful acceptance of cultural stereotypes of different ethnic groups or population groups that manifest in an expression or personal racism inflicted on members of those groups.
4. Institutional racism is systemic racism that occurs in covert and subconscious ways across institutions and which adversely impacts specific ethnic groups through targeted discrimination based solely upon race.

The ORCSD is committed to ~~battling racism from K-12~~ **being anti-racist** and to effectively ~~addressing~~ **counteract** racism that may occur in and on any **school** facility or ~~school~~ **property or at any school event.**

The ORCSD has identified ~~ways to battle~~ **steps to take that support anti-racism and to confront racism in all forms.** ~~the three identified forms of racism.~~ They include, but are not limited to, the following:

- ~~1.c.~~ Educate and teach about stereotyping. Stereotypes ~~can be~~ **are** destructive to and undermine the learning environment that ORCSD seeks to foster for all **staff and** students. Inform ORCSD students about stereotyping and the negative consequences ~~that can occur by participating in or perpetuating stereotypical jokes.~~ **and that by not intervening when stereotypes occur, one is complicit in the face of injustice.**
- ~~2.b.~~ ~~Educate and instill appreciation in the students of ORCSD of the contributions of all people to the building of the United States, and about racism, its history and its negative effects on society and individuals.~~ **Responding to the role racism has played and is playing, the District will teach the history of racism and its negative effects on society and the individual.**
- ~~3.e.~~ ~~Encourage~~ **Expect that staff and** students ~~to~~ be role models against hate language and speech in any form.

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- ~~4...d.~~ Educate and remind all students to think before you speak, words can hurt – especially racially charged words. **Educate about microaggression which is indirect, subtle or unintended language against marginalized groups. Microaggression is an act of racism.**
- ~~5...f.~~ Educate and Teach how culture and race enhance and enrich life. Encourage all citizens in the ORCSD community not to be passive if they witness discriminatory language or behavior. Encourage them to: Be an Ally of Change – Dare to Make a Difference. Speak up and speak out. **All members of the ORCSD community are expected to intervene when witnessing discrimination in any form. If someone who sees or experiences discrimination is uncomfortable in the moment, they are encouraged to report the incident to someone in authority.**
- ~~6...a.~~ Educate and teach how culture and race enhance and enrich life. ~~Educate and bring awareness to all members of the ORCSD about the role of all people, their cultures as~~ **and contributors**ions to global citizenship. ~~extended beyond food and festivities.~~

This policy will be reviewed every year that ends in an odd number to ensure that it is under continuous review.

Cross Reference:

AC – Non-Discrimination/Equal Opportunity

JICK – Bullying/Cyberbullying – Pupil Safety & Violence Prevention

Next Steps

1. *Share with the students sub-group on Feb. 3rd*
2. *Full Committee Feedback from the Community Committee on Tuesday Feb. 9th*
3. *Bring to the Policy Committee as review on Feb. 11th*
4. *Bring to the full School Board for 1st read Feb. 17th*
5. *Bring to full Board for 2nd read March 3rd*
6. *Write the procedures to support the policy once adopted by the School Board*

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ENVIRONMENTAL SUSTAINABILITY POLICY

The Oyster River Cooperative School District (ORCSD) ~~strives~~ is committed to reducing our environmental footprint through the education and development of environmental stewardship through sustainable practices. These sustainable practices for environmental sustainability encompassing renewability, substitution, adaptability, interdependence and institutional commitment in the areas of food, energy, transportation, school curriculum, facilities, land use, and community outreach. The ORCSD School Board directs the School District to:

- Use our shared natural resources efficiently and effectively;
- Reuse, reduce, recycle, or repurpose, or refuse the use of energy and waste;
- Promote practices that explicitly demonstrate the importance and connections between health and sustainability;
- Facilitate and increase the awareness that sustainability is affected by social, economic, and cultural elements/factors (e.g. racial injustice, food insecurity, wealth distribution);
- ~~Incorporate effects of environmental impact, societal costs; and~~
- Work only (?) with stakeholders who model, promote, and improve the District's sustainable practices; and
- Educate the District on information and practices of sustainable living in order to more effectively present current curricula topics, scientific data, practices, technologies, advocacy, and career opportunities.

Cross Reference: ECFA-R – Environmental Sustainability Policy – Procedure
BDF – Advisory Committee to the Board