



## Ayer Shirley Regional School District Anti-Racism Resolution

ASRSD Diversity, Equity, and Inclusion Subcommittee  
School Committee Approved October 6, 2020

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WE DECLARE, schools have the responsibility to provide students with their civil right of obtaining a free and appropriate public education, and it is the responsibility of our district to ensure we create a welcoming environment for ALL students; and

WE DECLARE, it is the responsibility that our district provide to all staff, including School Committee members, annual professional development on diversity, equity, and inclusion; and

WE DECLARE, our district will commit to recruiting and retaining a diverse and culturally responsive teaching workforce; and

WE DECLARE, our district will examine its policies for institutional and systemic racialized practices and implement change with sustainable policies that are evidence based; and

WE DECLARE, our district will incorporate into our curriculum the history of racial oppression, works by multicultural authors and authors of color, and works from diverse perspectives; and

WE DECLARE, we as a school district cannot be ignorant and silent to the issues of racism and hate that continue to plague our public and private institutions and the greater community at large;

RESOLVED: that the Ayer Shirley Regional School District must guarantee that racist practices are identified, addressed, and eliminated, and that diversity, equity, and inclusion are embedded and practiced for our students, faculty, and staff.

And acknowledge that, in the words of Dr. Martin Luther King, Jr., “injustice anywhere is a threat to justice everywhere.”