

**RESOLUTION CONDEMNING RACISM AND AFFIRMING THE
DISTRICT'S COMMITMENT OF OPPORTUNITY FOR ALL**

WHEREAS, the Board of Trustees of the Cypress-Fairbanks Independent School District, the third largest school district in the state of Texas, deem it necessary for the respect and dignity of our employees, students, parents, business partners and community to promote the tenet prescribed in the Declaration of Independence, being, "all men are created equal."

WHEREAS, recent events in our country have brought to the forefront the disturbing issues of racism, systemic racism, discrimination, injustice and inequality. These issues go against the motto of our district, *Opportunity for All*. It is our desire that this motto become ingrained in our culture and behavior so much so that CFISD is a district that does not tolerate racism.

WHEREAS, it has been 56 years since the Civil Rights Act of 1964;

WHEREAS, racism, systemic racism, discrimination, prejudice, injustice and inequality continue to exist and are antithetical to what CFISD strives to be;

WHEREAS, we have an obligation to help shape the lives of our students toward a better America, free of racism and systemic oppression;

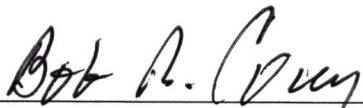
NOW, THEREFORE, BE IT RESOLVED that we lead through policy and practice to eliminate racism, systemic racism, discrimination, injustice and inequality in any and all its forms. We desire all schools to be "No Place for Hate" schools as well as require the study of and celebration of the history of all races, ethnic groups, genders and differences.

We resolve to engage an outside entity to conduct an equity audit that will lead us to develop an equity policy/policies so we can better strive to close the gaps of opportunity and achievement among ethnic groups, races, genders and those of low socio-economic status and learning differences.

FURTHER, we resolve to encourage our district to be a place for transparent dialogue among our board, staff, school personnel, students and parents on the issue of race and racism, and there be no retribution for individuals or groups for sharing what is perceived, believed or experienced.

WE PLEDGE, as Board members, to engage in continuing education in the area of racism, discrimination, injustice and inequality.

In unity and agreement, we vote in affirmation and sign this Resolution to be a part of our permanent record as a Board of Trustees on this 14th day of September, 2020.



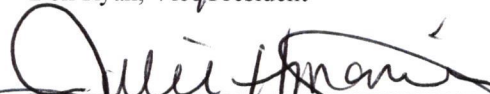
Bob R. Covey, President



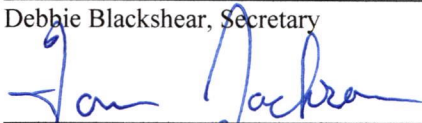
Don Ryan, Vice/President



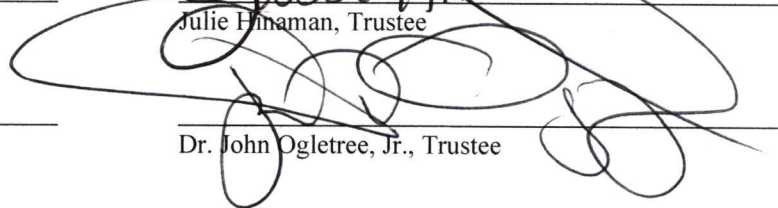
Debbie Blackshear, Secretary



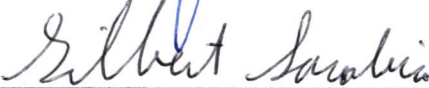
Julie Hinaman, Trustee



Tom Jackson, Trustee



Dr. John Ogletree, Jr., Trustee



Gilbert Sarabia, Trustee