

# BALTIMORE CITY PUBLIC SCHOOLS

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## **City Council Resolution 20-0218R Recognizing Systemic Racism as a Public Health Crisis**

November 19, 2020

Baltimore City Public Schools (City Schools) supports the intent of Council Resolution 20-0218R, which seeks to recognize systemic racism as a public health crisis. We acknowledge the historical, generational, and compounding reality of the systems, structures, and practices that have intentionally created and continued to afford advantages to some groups while perpetuating racial inequities for others.

City Schools recognizes the district’s role in taking action for removing, and actively repairing these inequities to ensure positive educational outcomes for children. To that end, a director of equity was hired in November 2018, and the district’s Strategic Equity Taskforce comprised of internal and external stakeholders was formed in January 2019. In June 2019, we passed an Equity Policy<sup>1</sup> to ensure success for students, with a focus on eliminating the predictability and persistence of disparities for children of color.

Through this policy, City Schools acknowledges the role educational institutions have in creating and implementing policies and practices that data consistently shows result in predictably lower academic and graduation outcomes and disproportionate disciplinary action, for students of color than for their white peers. City Schools recognizes that these disparities contradict the beliefs and values it articulates about what students can achieve and the role of adults in ensuring conditions for success.

Using the equity framework, district officials work to remedy the impact of systemic racism issues that affect students of color. Key components of the policy standards include

- disrupting and eliminating systemic inequities;
- honoring culture, experiences, and humanity of students, families, and community;
- ensuring access and representation in academic programming;
- building staff capacity for equity-based teaching and leading;

We are committed to working aggressively and efficiently to eliminate inequitable practices, systems, and structures that create advantages for some students and families while disadvantaging others. City Schools will allocate resources to replace those inequitable practices, systems, and structures with new ones to ensure that we provide racially equitable education and environments to children and families of color.

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<sup>1</sup> <https://go.boarddocs.com/mabe/bcpss/Board.nsf/goto?open&id=BLQTCN76BED4>

We believe the answers are in Baltimore – within our schools, communities, families, and those we choose as partners in this work. As we make this shift, the voices of our students will guide our work to ensure their talents, dreams, and potential are fully maximized. City Schools appreciates the Baltimore City Council’s attention to Council Resolution 20-0218R and looks forward to participating in further discussions.

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