

To: The Wayland School Committee  
From: The Wayland Administrative Council  
Re: Adoption of School Committee Anti-Racism Resolution  
Date: Unanimously Approved by School Committee, January 27, 2021

Background: Last June, the Massachusetts Association of School Committees (MASC) drafted a resolution in response to the twin viruses of COVID-19 and racism. MASC recommended that its 319 school committees adopt their anti-racism resolution. We, the Administrative Council, request that the Wayland School Committee join other Massachusetts districts in adopting this resolution. Doing so states our unequivocal commitment to dismantling racist policies and practices that are deeply embedded in our educational system and disproportionately harm Black and Brown students.

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Adapted from the MASC Resolution, which can be found [here](#).

PROPOSAL FOR  
WAYLAND SCHOOL COMMITTEE  
ANTI-RACISM RESOLUTION

*WHEREAS, as schools have the responsibility to equip students with their civil right of obtaining a free and appropriate public education, it is the responsibility of each school to ensure we create a welcoming, safe, and educationally enriching community for ALL students; and*

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

*WHEREAS, every district will commit to recruiting and retaining a diverse and culturally responsive workforce; and*

*WHEREAS, every district will examine their policies for institutional and systemic racialized practices and implement change with sustainable policies that are evidence based; and*

*WHEREAS, every district will incorporate into their curriculum the history of racial oppression and works by Black authors and works from other diverse perspectives; and*

*WHEREAS, we as school district leaders have a moral and institutional responsibility to name and address acts of racism and hate that continue to plague our public and private institutions;*

*Therefore, be it RESOLVED: that Wayland will hold ourselves and our community accountable to putting words into action and ensuring that diversity, equity and inclusion are embedded in our institutions and practiced by and for our students, families and staff.*

*This resolution affirms the district's collective responsibility, across all human differences, to create a school community where the oppressed are heard and treated with the same care and respect as those who are not oppressed: "All lives will not matter until Black lives matter."*

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We, the Administrative Council, view the adoption of this resolution as critical, though insufficient on its own. As we continually strive to make our schools anti-racist, it is crucial to expand beyond the black-white binary. This means listening to and involving all groups of color made up of students, families, staff, community members and Wayland alumni in order to craft a Wayland Public Schools' Anti-Racism Vision Statement to guide our path forward.