



We are deeply saddened and outraged by the recent killing of George Floyd and the repeated violence against black men and women. The protests have shined a spotlight on the harmful effects of racism and inequality. Furthermore, the public response has highlighted the subsequent racial trauma that our black students, families, staff, and communities have not only endured for centuries but continue to face today.

Students of color represent more than a third of Pennsylvania's school-aged children. Their lived experiences and personal stories require our attention. In addition to witnessing reported violence and ongoing protests nationally, students are grappling with racism they have seen or experienced directly.

PSBA's steadfast commitment to equity in public education is longstanding and accelerated with the adoption of the PSBA Equity Statement in 2018. The recent civil-rights violations against our black communities leads us to take both immediate and long-term action.

As school leaders, we must advocate to advance civil rights and cultivate an anti-racist school climate necessary to meet the needs of students in our care. We commit to recognize and respond against acts of injustice and racial inequity. Now is the time to act.

Systemic change begins with knowledge, discussion and informed actions. PSBA's action plan includes new impacts and initiatives being rolled out over the next few months. It also includes existing tools and recorded and written content.

New Equity Impacts and Initiatives:

- **Board Resolution Template:** Sample resolution for boards to demonstrate their commitment to recognize, respond and speak out against injustice and racial inequity (Monday, June 22)
- **Educational Equity Policy Guide:** Released with user guide and communication supports (Monday, June 22)
- **Webinar Series: The Intersection: Racism, Protest, and Schools**
 - Addressing this Moment (Thursday, June 18, 12:00 p.m.)
 - Building the Equity Foundation Through Policy (Thursday, June 25, 12:00 p.m.)
 - Understanding the Board's Role (Monday, June 29, 12:00 p.m.)
- **Support for writing a district statement:** PSBA Crisis Communications partner, the Donovan Group provides recommendations for writing a statement to your community about the protests and racism (Monday, June 29)
- **2020 Equity Summit:** Equity as the Foundation: Centering Equity in Crisis and Transformation (Tuesday, October 13)
- **PSBA Student Voice Day: Centering Students in Equity** (Thursday, October 22)



PSBA also has numerous resources ready and available for utilization now by our members:

On PSBA.org

- PSBA Equity Statement
- Equity Tools and Resources, PSBA Equity Toolkit (for download on myPSBA.org)
- PSBA Equity webinars
- Equity Customized Workshop Series

We stand firm in our collective responsibility to foster an equitable and inclusive environment for every student and those whose purpose is to serve students. Because we believe that partnership is crucial in equity work, our toolkits, policy, training, and events were developed with the input of a representative equity taskforce, meeting annually since 2018. Only with our collective actions and ongoing work will we provide equitable opportunities for our students to thrive and grow as the next generations of global citizens.