

June 22, 2020

Dear LWSD Board of Directors,

As members of the Executive Board, we speak on behalf of the Lake Washington Education Association membership. A change, long overdue, is occurring in our country. The district is obligated, as a public institution, to lead our community towards equity and justice, now and in the future.

Crucially in this effort, the Board of Directors and district leadership must dedicate resources to combatting institutional racism through concrete, defined, and immediate actions to address racial discrimination and racial bias that exists in our schools.

Black students and their families, Black community members, and Black employees of LWSD deserve to know that their lives, their safety, their wellbeing, their work, their futures, and their successes are valued by the district, and that the district is committed to this work in defined, measurable, and actionable ways – through budgeting, policies and practices, training, hiring, curriculum, and communication. The district's budget reflects its priorities, and the budget should change as priorities change. LWSD must make their own commitment to racial equity and justice obvious so that it becomes cultural.

LWEA demands that the Board of Directors and district leadership take the following steps immediately to address systemic racial inequity, racial discrimination, and racism that exists in our schools:

- Implement Black Lives Matter At School Week at all LWSD schools.
- Adopt a budget that clearly prioritizes equity work in our district, including paid racial equity work.
- Make the district's equity page on the LWSD website more visible and ensure that it includes our strategic plan for equity work (particularly racial equity work) and resources for educators, district employees, students and parents to help them grow in the understanding of racial injustice (and other systems of oppression, such as class, sexuality, ability, religion, gender identity).
- Conduct a full racial equity audit, bi-annually, of the district office and all school buildings to bring to light ways white supremacy culture is being perpetuated by any of our institutional practices. The results of each racial equity audit must be published on the district equity page and used to create a racial equity improvement plan.
- Create a plan to implement mandatory, ongoing training on racial equity and bias to be completed every year by all staff. The training plan, which must be published by September 2020 on the equity

page, must be developed in partnership with school equity teams to include a robust and fully funded budget and a timeline for development and implementation in the next school year. This training must be reviewed annually by the district equity team using equity audit results.

- Adopt a school board racial equity policy and a procedure to redress racial equity conflicts which includes independent investigations of reported incidents of racial bias or harassment and mandatory racial equity training for employees and students found to have engaged in racial discrimination. The district equity team has drafted such a policy already.
- Review current district curriculum in grades P-12 for existing ethnic studies and diversity components; by January 2021 implement ethnic studies as a required curricular component for grades 7-12 and integrate racial equity social justice standards into the curriculum for grades P-12 in all subjects.
- Emphasize and prioritize diversity in hiring, including efforts to recruit, hire, and retain diverse district-level leadership; recruit, hire, and retain diverse educators and other staff through programs like micro-credentialing; include equity training as a prerequisite for hiring; and add racial equity knowledge as a component of hiring through the use of interview questions.
- Implement immediately de-escalation training for school security staff and any staff involved in student supervision.
- Defund the SRO program in schools and reallocate these funds to the social, emotional, and health needs of students.

LWEA stands ready to collaborate with the district in prioritizing racial equity work, dismantling racial prejudice, and calling out white supremacy culture in our schools. This work cannot wait for a better time or more funding. We cannot expect someone else to address these issues. We must act now and sustain our work going forward. This will require both direction from the Board of Directors and a partnership between LWSD and LWEA.

Respectfully,

LWEA Executive Committee