

TUKWILA SCHOOL DISTRICT NO. 406  
KING COUNTY, WASHINGTON

RESOLUTION NO. 886

**A RESOLUTION of the Board of Directors of the Tukwila School District No. 406, King County, Washington, declaring a call to action to address the negative effects of implicit and explicit biases, racism and bigotry.**

**WHEREAS**, the Board of Directors of the Tukwila School District recognizes that implicit and explicit biases exist and have no place in our schools, and;

**WHEREAS**, members of the student body and faculty of the Tukwila School District are negatively impacted by language, attitudes, behaviors, and actions that threaten their social, emotional, physical, and academic well-being, and;

**WHEREAS**, these include, but are not limited to, verbal, emotional, and physical threats regarding race, religion, country of origin, gender, sexuality, gender expression, socio-economic status, political affiliation, citizenship status, ability, academic performance, housing, and language(s) spoken, and;

**WHEREAS**, students and staff deserve an inclusive environment where implicit and explicit biases, racism, and bigotry are not permitted to affect their well-being;

**NOW THEREFORE BE IT RESOLVED** that the Board of Directors of the Tukwila School District calls on the Superintendent to facilitate immediate action to educate and instruct students and staff regarding the negative effects that implicit and explicit biases and racist and bigoted language, attitudes, behaviors, and actions have on the social, emotional, physical, and academic well-being of the student and staff population of the Tukwila School District, and;

**BE IT FURTHER RESOLVED** that the Board calls on the Superintendent to facilitate immediate action to enforce consistent discipline as appropriate for students and staff who violate the rights of their fellow students and staff, and;

**BE IT FURTHER RESOLVED** that the Board requires that all reports of racist and bigoted language, attitudes, behaviors, and actions in our schools are responded to with respect to the reporter, expeditiously, and with due diligence in investigation, including prompt follow-up of actions to the reporter as appropriate, and;

**BE IT FURTHER RESOLVED** that the Board will continue to enforce all existing policies relating to these issues in order to support an inclusive culture and climate in our schools, including:

*2133 - Diversity-Multicultural Education*

*3200 - Rights and Responsibilities*

*3207 - Prohibition of Harassment, Intimidation, and Bullying*

3210 - Nondiscrimination

3240 - Student Conduct Expectations and Reasonable Sanctions

3241 - Classroom Management, Corrective Actions or Punishments

5010 - Nondiscrimination and Affirmative Action


and will hold itself accountable for consistent enforcement and review of these policies according to RCW 28A.130.230 and;


**BE IT FURTHER RESOLVED** that the Board will engage in regular race and equity training, as outlined in 2133 - Diversity-Multicultural Education, and;

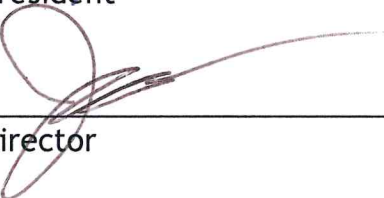
**BE IT FURTHER RESOLVED** that the Board recognizes that universal implementation of Policy 0535 - Race and Equity relates to every action, directive, and decision under the board's jurisdiction, including supervision of the Superintendent, policy review, budget, and curriculum adoption, and;

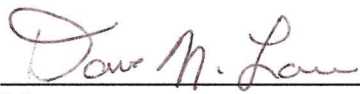
**BE IT FURTHER RESOLVED** that the Board is committed to encouraging students, staff, and community members to authentically participate in this ongoing conversation of implicit and explicit biases, race, equity, respect, safety, and discipline.

**ADOPTED** this 28th day of May 2019 in Tukwila, Washington.

  
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President

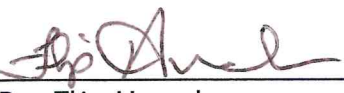
  
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Vice President

  
\_\_\_\_\_  
Director

  
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Director

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Director

**ATTEST:**

  
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Dr. Flip Herndon  
Secretary to the Board of Directors