

RESOLUTION NO. 2021-11

A RESOLUTION OF THE NORTH BEND SCHOOL BOARD REGARDING NON-DISCRIMINATION AND PROHIBITING THE TEACHING OF CRITICAL RACE THEORY

WHEREAS the North Bend School District has an existing nondiscrimination and harassment policy that states the following in the first paragraph;

The district prohibits discrimination and harassment on any basis protected by law, including but not limited to, an individual's perceived or actual race¹, color, religion, sex, sexual orientation², national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status, or because of the perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or veterans' status of any other persons with whom the individual associates;

WHEREAS: The Declaration of Independence states;

We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness;

WHEREAS: The North Bend School District Board believes stakeholders in our public schools are individuals endowed with equal inalienable rights, without respect to race or sex;

WHEREAS, racism has no place in American society and especially not in the North Bend School District;

WHEREAS, the North Bend School District condemns racism and will not tolerate racism or racist conduct. This includes but is not limited to White Supremacy, anti-Semitism and Critical Race Theory ("CRT");

WHEREAS, Critical Race Theory ("CRT") is an ideology based on false assumptions about the United States of America and its population;

WHEREAS, the definitional foundation of Critical Race Theory involving an artificial distortion of the traditional definition of "racism" is fatally flawed;

WHEREAS, Critical Race Theory is a divisive ideology that assigns moral fault to individuals solely on the basis of an individual's race and, therefore, is itself a racist ideology;

WHEREAS, Critical Race Theory assigns generational guilt and racial guilt for conduct and policies that are long in the past;

WHEREAS, Critical Race Theory violates the fundamental principle of equal protection under the law;

WHEREAS, Critical Race Theory views social problems primarily as racial problems and, thus, detracts from analysis of underlying socio-economic causes of social problems.

THEREFORE be it resolved Critical Race Theory is rejected and will not constitute the basis for any instruction in the North Bend School District. The following specific elements of Critical Race Theory cannot be taught:

1. An individual, by virtue of his or her race or sex, is inherently racist and/or sexist, whether consciously or unconsciously.

2. Individuals are either a member of the oppressor class or the oppressed class because of race or sex.
3. An individual is inherently morally or otherwise superior to another individual because of race or sex.
4. An individual should be discriminated against or receive adverse treatment due to the individual's race or sex, or an individual should receive favorable treatment due to the individual's race or sex.
5. An individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past or present by other members of the same race or sex.
6. An individual should feel discomfort, guilt, anguish or any other form of psychological distress on account of his or her race or sex.
7. Meritocracy or traits such as, but not limited to, a hard work ethic or the scientific method are racist or sexist or were created by members of a particular race to oppress members of another race.

THEREFORE be it further resolved;

1. Notwithstanding the above restrictions, social science courses can include instruction about Critical Race Theory, provided that such instruction plays only a subordinate role in the overall course and provided further that such instruction focusses on the flaws in Critical Race Theory.
2. No training shall be conducted for teachers, support staff or students that includes the specific Critical Race Theory elements listed above.
3. The North Bend School District has been and will continue to be devoted to fostering an environment that is inclusive and to model and create an environment free of any and all discrimination of any type. The North Bend School District is committed to ensuring that all students feel safe, welcome and included in our schools and activities.
4. This Resolution replaces Resolution 2020-09.

ADOPTED this ___ day of _____, 2021

Sample motion:

I move to approve Resolution 2021-11 as set forth above.