

Minnetonka Coalition for Equitable Education

Anti-Racism Imperatives

1. Anti-Racism Statement to the Community: The School Board and Dr. Peterson shall release an updated statement before the next Board meeting (August 6rd) surrounding the issue of racism at Minnetonka Schools. This statement shall explicitly state that Black lives matter and acknowledge that institutional racism exists on a local, state, and national level. The statement ought to admit the Minnetonka School District's shortcomings regarding racial injustice, and to acknowledge and pledge amends for the harm done to past and current students and staff who have been victims of this injustice. This statement will function as the District's vow to commit to anti-racist work and will demonstrate that the Superintendent and Board Members are not passive on these issues. It will further foster trust in District leadership by students, staff and community members, and will encourage the collaboration needed to make Minnetonka School District a more equitable place for all. The anti-racism statement to the community shall also state that the Minnetonka School Board and Dr. Peterson will improve racial equity in our schools through the additional imperatives listed below:
2. Diversity Training for Staff: The Minnetonka School Board shall create and implement a policy that requires all hired teachers, staff, administration and School Board members to receive equity training focused on racial bias and prejudice against other marginalized groups. The Board shall set aside sufficient funds from the annual budget for continual training. As the result of this training, staff will be better-prepared to identify and address racial microaggressions, to lead respectful discussions surrounding race, and to create an inclusive and safe environment for ALL students in the classroom, on school property, and at school-sponsored events.
3. Recruit BIPOC Teachers: The Minnetonka School Board shall create an active, incentivized recruiting plan to bring teachers of color to the Minnetonka School District. Employing Black, Indigenous, and People of Color (BIPOC) educators will provide the critical representation that the Minnetonka School District currently lacks, and enrich the learning environment for ALL students by way of diversified perspectives, identities and experiences.
4. Hate Symbol Dress Code: The Minnetonka School Board shall amend Minnetonka School District Policy 504 regarding student dress code to prohibit symbols of hate on clothing and accessories. These symbols include, but are not limited to, Confederate flags, swastikas, symbols of white supremacy or any hate-based organizations, and other racist symbols. No less frequently than once per year, a list of commonly-recognized and emerging symbols of hate will be compiled, officially posted by the District, and distributed via administrators throughout the district.

5. Anti-Racist Curriculum: Under the auspices of Minnetonka School District Policy 607, the Minnetonka School Board shall pursue the creation of an anti-oppressive curriculum (that is, a curriculum that is not Euro-centric and aims to promote diverse voices and experiences). The revised curriculum shall be approved by the School Board and that curriculum shall be instituted throughout the District without undue delay. Curriculum for every grade should incorporate diverse voices regarding race, sexual orientation, gender, ethnicity, religion, socioeconomic status, variable abilities, neurodiverse, and nationality. This diverse curriculum will empower every student to become more curious, decrease preconceptions and stereotypes and increase current global socio-political knowledge. It will better prepare ALL Minnetonka students to respectfully engage in a diverse world and to be tomorrow's leaders.
6. Incident Reporting: The Minnetonka School Board shall, in collaboration with diverse representation from students, alumni, parents, educators, and community members:
 - a. implement a centralized system for the reporting by students and staff of incidents of racial discrimination, intimidation, bias or hate on school property or at school-sponsored events. A centralized reporting system (i.e., an on-line incident reporting tool) and incidence response (i.e., by qualified POC staff serving as a single point of contact for response coordination) will facilitate the collection of data (e.g., incident locations, type, frequency, etc.) and will mitigate the risks associated with improper or ineffective redress.
 - b. Make known to students, parents, and staff through multiple means i) the existence of the centralized reporting system; ii) the process for using the system; and iii) the guarantees for protection under Minnetonka School District Policy 514 pertaining to anti-retaliation.
 - c. The Board shall also ensure that a set of metrics meaningful to them, to school administrators, and to all other constituents (as determined by the diverse representatives defined above) be established, and that a process of routine public reporting (not less than four times annually) be implemented. Such reporting shall at minimum include summary and detail of the number, nature and location of incidents of racial discrimination, bias, or hate perpetrated by and/or against by any student, staff, administrator, or community member. Meaningful metrics will help raise awareness, drive desired behaviors, and inspire trust.
7. Restorative Justice: The Minnetonka School Board shall institute a new disciplinary procedure that recognizes and addresses trauma and that incorporates principles of informed care and restorative justice, encouraging reconciliation between the school, offenders, and victims. The practices of restorative justice shift away from punishment and towards accountability. A qualified POC staff should be recruited to implement and administer the Restorative Justice program. These practices aim to re-educate the offender, increase pro-social skills and create a positive learning environment that is

inclusive and safe for students of marginalized identities within the Minnetonka School District.

8. Open-Enrollment Busing Policy: Consistent with our Lake Conference peers, the Minnetonka School Board shall incorporate busing policies that make free bus transportation accessible to all open-enrolling students. Busing for open-enrolling students living outside of established District busing boundaries is state-funded and therefore does not impact school district budgets. Current busing policies discourage students who do not live near existing bus routes and/or do not have the means to provide their own transportation. By making transportation more accessible to all open-enrolling students, the district will encourage and welcome a more diverse student population, which is key to a well rounded education for ALL students.
9. Civil Rights Protections for Teachers: In accordance with Title VII of the Civil Right Act of 1964 and affirmed by the June 15, 2020 landmark ruling by the Supreme Court of the United States, the Minnetonka School Board will uphold and protect the right of teachers and staff who are LGBTQ+ to identify their sexuality and/or gender without fear of repercussions. The Board shall also pursue without undue delay, the creation of a cultural liaison program, especially at the High School. Individuals serving as cultural liaisons will reflect diversity in race, language, sexuality, and dis(ability). This gives students of varying identities a person of authority with whom they can identify and whom they trust to support them with a broad spectrum of considerations. Having such role models is key to supporting minority students and will help open the door for further discussion and well-rounded education for ALL students about people of all identities.
10. Minnesota Statute 124D-861: The Minnetonka School Board will petition the Minnesota Department of Education for voluntary participation in the Minnesota Department of Education's Achievement and Integration (A&I) Program (established under Minnesota Statute 124D-861), the goals of which are to 1) increase racial and economic integration; 2) reduce achievement disparities; and 3) increase access to effective and diverse teachers. Minnetonka is one of only two districts in the Lake Conference not currently participating in the A&I program (the other being St. Michael-Albertville), and the only non-participant among neighboring districts (including Wayzata, Edina, Hopkins, Eden Prairie, and Eastern Carver County). Minnetonka's voluntary participation in the A&I program will demonstrate a commitment to work with racially isolated districts on increasing opportunities for racial and economic diversity and integration. The A&I program provides districts the opportunity to build cross-cultural relationships and create shared learning opportunities for students of color and white students from the racially isolated and adjoining districts. Providing these opportunities for increased student interaction is one aspect of fulfilling districts' responsibility to provide an equitable education for each student..

11. Democratic Representation of Community Voices: Pursuant to the “Reimagine” project, the Minnetonka School Board shall maintain connection and collaboration with student and community voices. Specifically, as a means to maintain democratic representation of all community voices, the Board ought to maintain communication with the MCEE and MCEE’s peer groups about all new educational equity initiatives and policies. Through such regular and intentional collaboration, Minnetonka will enhance the strength and reputation of its School District.