

RESOLUTION SUPPORTING DIGNITY AND NON-DISCRIMINATION IN PUBLIC EDUCATION

WHEREAS, the Alabama State Board of Education requires that all administrators, teachers, faculty members, other employees, independent contractors, volunteers, and students in public school systems of Alabama treat everyone without discrimination, respect the dignity of others, acknowledge the right of others to express differing opinions, foster and defend intellectual honesty, engage in freedom of inquiry and instruction, and honor freedom of speech and association, as required by the First Amendment of the U.S. Constitution, Article I, Section 4 of the Constitution of Alabama of 1901, and Section 16-68-1, et. Seq., of the Code of Alabama.

WHEREAS, we acknowledge that racism has been practiced in the past and that racist individuals exist in America and in Alabama; however, we explicitly reject the belief that the United States of America continues to be a racist country or that Alabama continues to be a racist State.

WHEREAS, concepts that impute fault, blame, a tendency to oppress others, or guilt to persons solely because of their race or sex violate the premises of individual rights, equal opportunity, and individual merit. Such concepts undermine our constitutional republic, free-enterprise system and our democratic way of life by dividing people by their race and sex into groups that oppose each other, and by destroying American values exemplified in the 14<sup>th</sup> Amendment to the U.S. Constitution, the 1964 Civil Rights Act and our founding documents.

WHEREAS, these concepts promote discord and impede Alabama citizens from reaching their full potential and are promoted by terminology such as equity practices, diversity training, anti-bias training, social justice, service-learning, action civics, project-based civics, global civics, cultural competency, inclusion, culturally responsive teaching, and other terminology terms generally denote either racist ideology or action civics, and have been defined or redefined in a way that divides Americans and Alabamians.

WHEREAS, Alabama is a sovereign state in the United States of America, the ability of the citizens of the state of Alabama and its publicly funded school districts to control K-12 curriculum content through their elected representatives should not be ceded to either the federal government or private entities, so that all teachers, administrators, faculty members, other employees, independent contractors, volunteers, and students in public school systems of Alabama will be treated with dignity without respect to race or sex.

WHEREAS, these teachings perpetuate discrimination that Alabama citizens abhor and have worked diligently to remove for many decades from both civic and domestic life.

NOW, THEREFORE, BE IT RESOLVED,

1. All state and local education entities, public school districts, public schools, charter schools, administrators, faculty members, other employees, independent contractors, volunteers, and students in public schools shall respect the dignity of others, acknowledge the right of others to express differing opinions, and foster and defend intellectual honesty, freedom of inquiry and instruction, and freedom of speech and association, and receive appropriate training to assure that this be carried out in Alabama.

2. No state or local educational entity, public school district, public school, or charter school, shall teach, instruct, or train any administrator, faculty member, other employee, independent contractor, or volunteer to adopt or believe the following concepts; and no administrator, faculty member, other employee, independent contractor, or volunteer, in the Alabama education system shall approve for use, make use of, or carry out standards, curricula, lesson plans, textbooks, instructional materials or instructional practices that serve to inculcate students with any of the following concepts: (a) that one race or sex is inherently superior to another race or sex; (b) that an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously; (c) that an individual should be discriminated against or receive adverse treatment solely or partly because of the individual's race; (d) that members of one race cannot and should not attempt to treat others without respect to race; (e) that an individual's moral standing or worth is necessarily determined by his or her race or sex; (f) that an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex; (g) that an individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; (h) that meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a member of a particular race to oppress members of another race; (i) that fault, blame or bias should be assigned to a race or sex because of their race or sex; (j) that the advent of slavery in the territory that is now the United States constituted the true founding of the United States; or (k) that, with respect to their relationship to American values, slavery and racism are anything other than deviations from, betrayals of, or failures to live up to, the authentic founding principles of the United States, which include liberty and equality.

3. No teacher shall be compelled by a policy of any state or local education entity, public school district, public school, charter school or administration to discuss current events or widely debated and currently controversial issues of public policy or social affairs. If teachers choose to discuss current events or widely debated and currently controversial issues of public policy or social affairs, they shall explore such issues from diverse and contending perspectives.

4. No state and local education entity, public school district, public school, charter school, administrator, faculty member, other employee, independent contractor, or volunteer, within the Alabama education system, as part of any class course work or for any class credit, may (a) require students to work for, affiliate with, or engage in service learning with any

organization engaged in lobbying for legislation at the local, state or federal level, or engaged in social or public policy advocacy; or (b) require a student to participate in a practicum, action project or similar activity that involves lobbying for legislation at the local, state or federal, level, or any activity involving social or public policy advocacy as part of the course work.

5. No federal grant shall be applied for, or federal funding accepted, if such grant or funding requires or encourages the teaching of these concepts or implementation of the practices set forth in this Resolution, or if such grant of funding requires or encourages teacher training in these concepts or practices.

6. No private funding shall be accepted by state or local education entities, school districts, public schools, charter schools or teachers for curriculum development, purchase or choice of curricular materials, teacher training, or professional development pertaining to the concepts and practices set forth in this Resolution, so that all teachers, administrators, faculty members, other employees, volunteers, ~~parents~~ and students may be treated with dignity without respect to race or sex.

8. This Resolution will be entered into the Administrative Code of Alabama immediately upon adoption.

Done this \_\_\_\_ Day of \_\_\_\_\_, 2021