

SYOSSET CENTRAL SCHOOL DISTRICT

School Year 2023-2024

November 27, 2023

RESOLUTION TO AUTHORIZE AN ANTI-BIAS TASK FORCE

Anti-Bias Task Force

Authorization and Charge

WHEREAS, the Board of Education (“Board”) is absolutely committed to making Syosset an inclusive school district where everyone feels safe, where everyone is treated with dignity, where difference is celebrated, and where everyone feels they belong;

WHEREAS, the Board of Education is committed to providing a safe and supportive school environment where all individuals are treated with respect and students may receive and School District personnel may deliver quality educational services without disruption or interference;

WHEREAS, the Board deems all forms of hate, bias and intolerance to be antithetical to its goals and will vigorously identify and respond to all forms of it in the district;

WHEREAS, the Board wishes to create a forum for members of the community from a multiplicity of perspectives to provide input on matters related to bias as the District develops an anti-bias plan;

WHEREAS, the Board is committed to providing the resources necessary to implement such anti-bias plan;

THEREFORE, BE IT RESOLVED, that the Board hereby authorizes the creation of the Anti-Bias Task Force (“Task Force”) as follows:

1. The Board will appoint members to the Task Force who represent multiple, diverse perspectives of Syosset. These members must have demonstrated a commitment to making Syosset a more inclusive, just, and unified community. Rabbi Jaimee Shalhevet, Dr. Uzma Syed, and Pastor Rebecca Sheridan will serve as the co-chairs of the Task Force. The District will appoint staff to assist the Task Force. Members may be removed by the Board at any time.
2. The Task Force’s role shall be advisory to the Board. The Board may accept, reject, modify, or defer any recommendations of the Task Force.
3. The Board shall receive any reports and recommendations of the Task Force in public session.

BE IT FURTHER RESOLVED, the charge of the Task Force shall be as follows:

1. Develop recommendations for an anti-bias plan for implementation in the school district that responds to all forms of hate and bias, and builds awareness of hate and bias in broader society;
2. Acknowledge that each form of bias may require unique and specific action steps;
3. Efforts should be prioritized to address forms of bias that require immediate attention due to salient issues in the community;
4. Collect suggestions and input from community members including students;
5. Acquire feedback from students to understand their experiences encountering bias;
6. Involve parents, guardians, and families as partners in anti-bias action steps;
7. Seek input from and collaboration with experts, community-based groups and non-profit organizations dedicated to combating bias;
8. Review existing anti-bias initiatives from other communities to identify and emulate best practices and effective strategies;
9. Review the district's Code of Conduct, disciplinary process, accountability measures, and DASA reporting procedures and make recommendations regarding revisions or improvements;
10. Recommend short- and long-term action steps and policies to reduce bias, enhance the District's response, and facilitate systemic change;
11. Design a system to collect meaningful data that will give the school community an accurate understanding of the district's climate as well as measure and evaluate outcomes of the anti-bias plan; and
12. Present short-term recommendations to the Board of Education at its February meeting and longer-term recommendations for an anti-bias plan at the Board of Education meeting in March or April 2024.