

BEA Equity Resolution

Adopted by the Representative Council on November 15, 2018

Whereas, the City of Bellevue’s motto is currently “Bellevue welcomes the world. Our diversity is our strength.” and

Whereas, Bellevue School Board Resolution No. 2018-24 says the district commits to “actively promote, embody, and hold ourselves and our District accountable to operating by our values and providing a culture of service towards **each and every** student, our families, our community partners, and each other”¹, and

Whereas, it is vitally important for the success of students of color to see themselves represented in the staff of their school², and

Whereas, all staff members benefit from collaboration within a diverse group of educators³, and

Whereas, the demographics of the educators in Bellevue do not accurately reflect the demographics of the student population in Bellevue,

Therefore, be it resolved, the Bellevue Education Association commits to changing the culture of the Bellevue School District in order to attract, support and retain more educators of color. We commit to considering educators of color in our union decisions and actions, creating spaces for educators of color to be visible and supported without increasing those educators’ stress and/or workload, and working with the district to implement and promote programs that will improve the working conditions of educators of color.

Sources

1. <https://bsd405.org/2018/09/board-resolution-commitment-to-each-and-every-student/>

2. *Representation in the Classroom: The Effect of Own-Race/Ethnicity Teacher Assignment on Student Achievement*, Economics of Education Review, (https://sites.hks.harvard.edu/pepg/PDF/Papers/Egalite-et-al-2015-FLTM_EER.pdf)

Synopsis: <http://ecs.force.com/studies/rstudypg?id=a0r70000007IVXUAA4>

3. *Groups of diverse problem solvers can outperform groups of high-ability problem solvers*, Proceedings of the National Academy of Sciences,

(https://odeo.hq.nasa.gov/documents/DiverseProblemSolvers_TAGGED.pdf)

Synopsis: <https://www.ncbi.nlm.nih.gov/pubmed/15534225>