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[4j_priority_mail] Black Lives Matter: Joint Message to 4J Staff

From : Cydney Vandercar <vandercar_c@4j.lane.edu> Fri, Oct 02, 2020 10:12 PM
Sender : 4j_priority_mail <4j_priority_mail-bounces@4j.lane.edu>
Subject : [4j_priority_mail] Black Lives Matter: Joint Message to 4J Staff
To : 4J Staff <4j_priority_mail@4j.lane.edu>

Dear colleagues,

In 4J classrooms, schools and worksites, Black Lives Matter, and All Students Belong.

On June 2, 2020, 4J's former superintendent Dr. Gustavo Balderas and current superintendent Cydney Vandercar shared a message of solidarity and support for Black lives and our communities of color. ([link](#))

On June 24, 2020, the Eugene School District 4J Board of Directors unanimously passed School Board Resolution No. 2020-07 Affirming the Board's Commitment to Anti-Racism and Equity, stating that the board "unequivocally affirms that Black lives matter." ([link](#))

On September 17, 2020, the State Board of Education unanimously approved the All Students Belong administrative rule, focused on the health and safety of students and educators by creating a more inclusive school climate. It bans symbols of hate from schools, including the swastika, noose and Confederate flag. ([link](#))

We have a moral obligation to address systemic and individual racism in our schools and our community, and we must hold our district accountable for improving students' experiences moving forward.

For 4J, "Black Lives Matter" is fundamentally an affirmative civil rights and social justice statement that aligns with our commitment to Black, Indigenous and other students of color who have been historically underserved by the American educational system.

When we say Black Lives Matter, it is an acknowledgment of the disparities in our own system, reflected in disparate graduation and discipline rates that show our district has not served all students equally well, and of the bias and harassment that some of our students and staff have experienced. We cannot reconcile the lived experiences of many BIPOC students and staff with our district's core values of excellence and equity in education.

Teachers and staff are permitted to display in 4J classrooms and work spaces the Black Lives Matter phrase or symbol, in alignment with the district's values and message. The district will share more detailed guidance.

We are proud to work with such passionate, caring and dedicated colleagues. Let us stand together as a safe harbor promoting civility, respect, and care for all of our students, our community, and our fellow colleagues.

Together,

Cydney Vandercar, Superintendent, Eugene School District 4J
Sabrina Gordon, President, Eugene Employees Association
Sheila Waggoner, President, Oregon School Employees Association Chapter 1
Peter Tromba, Incoming President, 4J Managers, Administrators, Professionals and Supervisors

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