



FOLSOM CORDOVA EDUCATION ASSOCIATION

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Fellow FCEA Members:

BLACK LIVES MATTER. FCEA Executive Board feels compelled to take a visible stand on racism and the subsequent protests that have occurred since the death of George Floyd and many others before him. We recognize that our message of support and solidarity in and of itself is not nearly enough to address the sadness and anger being felt by the Black community, throughout our school district and our nation.

As educators, we must identify, confront, and work to remedy the institutional racism and implicit bias that exists in our systems and our structures. While teaching in our classrooms and addressing the board-- and as members of our communities---we have the unique platform to advance the district-wide standard for and maintain the expectation of equity in our schools. It is our dutiful responsibility as educators of all students to work to abolish racism on a personal and institutional level - beginning with the work that we do each and every day serving our students.

FCUSD has three teams working at all levels to address issues of equity within our school district:

- Equity Leaders
- Equity Task Force
- Equity Advisory Council

Since the March 13 school closure, we have seen firsthand that many of our Black students experience distance learning and the pandemic differently than a large number of their white counterparts. We must do our part as their teachers to recognize the totality of inequalities that our marginalized students face that have been amplified by recent events.

Although we don't yet know what the fall school schedule will look like, the Bargaining and Executive Board are meeting weekly to address our needs as educators, to ensure physically safe, secure workplaces that encourage our students to learn and grow. These safe workplaces will also lend themselves to providing our Black students with the necessary emotional safety to express their feelings if they choose to do so.

We are educators. We teach. We counsel. We see, hear, and advocate for our students. We have the power to affect change, and we pledge both our solidarity and our support. BLACK LIVES MATTER.