

BEA Racial Justice Resolution



Whereas, the Beaverton Education Association is committed to racial and social justice and serves to protect and affirm the rights of all members, students, families and community members, regardless of race, ethnicity, country of origin, immigration status, sex, gender identity, sexual orientation, class, ability, and other identities.

Whereas, white supremacist culture and the oppression of Black, Indigenous, and People of Color (BIPOC) individuals and communities have existed in America for as long as America has existed.

Whereas, white supremacist culture, anti-Black racism, and oppression of BIPOC individuals and communities continue to exist in all facets of modern-day America, as evidenced by disparities in healthcare, income, housing, policing, incarceration, employment, and education. These disparities are the result of white supremacy, which is “the systemic and historical privileging of White’s collective interests, accomplishments, values, [and] beliefs” (Hayes, C., & Juárez, B., 2012, pg. 2). Until racist policies, structures, and practices are dismantled and replaced, our historically marginalized communities will continue to be oppressed.

Whereas, though we have engaged in equity work as an association, we must continue to critically self-examine how white supremacy continues to operate through us by specifically committing to antiracist work.

Whereas, as a union, we cannot be silent about the existence of racism and white supremacy. We recognize that policies and practices that benefit our BIPOC, Latinx, immigrant, refugee, and multilingual communities will benefit everyone.

RESOLVED that the Beaverton Education Association unequivocally affirms that Black lives matter in that white supremacy has served and continues to deny the full participation of Black people in life, liberty, and the pursuit of happiness.

RESOLVED that, in order to become an antiracist organization, we claim responsibility for the ways we’ve perpetuated racism in our time, in our space, and in our community and commit to making changes that reflect our desired goal of becoming an antiracist organization.

RESOLVED that we affirm our BIPOC staff by elevating and centering historically marginalized BIPOC perspectives and needs in our collective decision-making and actions.

RESOLVED, that we will continue the consistent work of self-reflection, organizational-reflection and accountability as we take antiracist collective action.

RESOLVED that we will work to hold the Beaverton School District leadership accountable to their commitments to antiracism and educational equity. Our antiracist work as an association must include actively dismantling racist policies in our district.

RESOLVED that we will partner with community organizations who are working to dismantle systemically racist practices and policies within other institutions in the Beaverton community.

Adopted by the Executive Board of the Beaverton Education Association on this day,
Monday, October 19, 2020.

References

Hayes, C., & Juárez, B. (2012), pg. 2. There is no culturally responsive teaching spoken here: A critical race perspective. *Democracy and Education*, 20(1), 1.