



## **SDEA Racial Justice Statement**

SDEA understands the deep racial history and trauma caused by the culture of white supremacy, and we believe that to achieve racial and social justice, we must grapple with the fact that our schools, our practices, policies and even our own union, are shaped by inequities, bias and institutional racism.

Our students and educators of color experience schools, law enforcement and this pandemic very differently than our white students and educators. Saying #BlackLivesMatter isn't enough: we need to actively show it in our work toward anti-racism on a personal, structural and institutional level.

In disenfranchised communities, unions are one of the most powerful organizations that can effect change. As a union of more than 6000 San Diego Unified School District (SDUSD) educators, we have an obligation to use our power to advocate for community needs and address systemic inequities.

As a result of the advocacy work of grassroots community coalitions, the SDUSD Board of Education passed the Ethnic Studies for All Students and Community Schools resolutions to promote educational equity. The Board of Education also passed the [Freedom Summer 2020 Resolution](#) with the commendable aim to eliminate the barriers that prevent students of color from receiving equitable access, experiences and outcomes. SDEA wholeheartedly agrees with the need to examine and correct practices in the district that contribute to systemic racial inequities. For this process to occur with fidelity, educators must have a significant role in determining how solutions are implemented at their school sites. When we have the ability to tailor the rollout of new initiatives to the unique needs of the students we serve, we are more likely to build the shared commitment needed to make progress toward the empowerment of all students, but particularly those from historically disadvantaged populations.

It is our responsibility to work to abolish racism on a personal, structural, and institutional level beginning in our schools. It is our responsibility to have these conversations at the dinner table and in our places of worship. This is not a time for us to look away, but to confront for the sake of a fair, just, and equitable future for all students.

Together, we must continue the call for justice and to hold powerful people, organizations and each other, accountable. What are we doing as a union and as union members to work toward anti-racism every day?