

FAIRBANKS NORTH STAR BOROUGH BOARD OF EDUCATION

RESOLUTION 2014-13:

VALUING DIVERSITY IN THE WORKPLACE

WHEREAS, the over fourteen thousand students educated in the Fairbanks North Star Borough School District represent diverse cultural, religious, language, and ethnic heritages; have different abilities, national origins, skin colors, gender, sexual orientation, gender identity, and socio economic status; and may arrive here from a small rural community or a large city; and

WHEREAS, when we acknowledge these differences it allows us to recognize our similarities as human beings; and

WHEREAS, the school district values a diverse workforce; and

WHEREAS, the school district is an equal opportunity employer whose mission, priorities, and policies recognize the importance of diversity, nondiscrimination, and affirmative action; and

WHEREAS, exposure to diversity and perspectives different than our own enhances students' and staffs' learning while it prepares everyone for living respectfully in a complex community; and

WHEREAS, working with, learning from, and developing relationships with people who are different from ourselves allows us to better understand the personal biases and preconceptions we all have; and

WHEREAS, students who see themselves in their teachers and other school staff achieve greater academic success;

NOW, THEREFORE, BE IT RESOLVED, so as to ensure all employees and students will experience a positive and respectful work and learning environment, the Fairbanks North Star Borough Board of Education will:

1. endeavor to place teachers and other staff who reflect the diversity of our students in our schools;
2. examine its recruiting, hiring, and retention practices so as to identify existing impediments to achieving greater diversity amongst its staff;
3. endeavor to recruit, hire, assign, and retain the best qualified applicants who will contribute to building healthy, diverse learning and work environments to benefit all students, their families, and staff;
4. implement an ongoing training program for its hiring authorities and managers in order to achieve greater diversity amongst its staff;
5. increase recruitment, hiring, and retention of the best qualified employees who represent diverse cultural, religious, language, ethnic, and economic backgrounds through systematic change in the district's recruitment, hiring, and retention practices;
6. encourage a diverse population to enter the workforce ready to develop and sustain meaningful relationships as they carry out the work of the district; and
7. evaluate the implementation and outcome for all categories of employees of its recruiting, hiring, and retention practices, as reflected in the workforce diversity action plan.

PASSED AND APPROVED: February 4, 2014



Heidi Haas, President
Board of Education

ATTEST:



Sharon Tuttle
Executive Assistant to the Board

