

**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

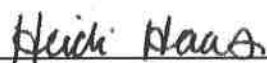
WHEREAS, working with, learning from, and developing relationships with people who are different from ourselves allows us to better understand the personal biases and preconceptions we all have; and

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 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 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: March 4, 2014

  
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Heidi Haas, President  
Board of Education

ATTEST:

  
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Sharon Tuttle  
Executive Assistant to the Board

