

Our Commitment to You

Equity, Anti-bias, and Anti-racism in HUSD

What Does this Mean for Families and Adult Community Members?

Overview of the Commitment



“Hayward Unified School District is committed to establishing and sustaining a community that shares collective responsibility to recognize, interrupt, dismantle, and eliminate actions, decisions, and outcomes that result from and perpetuate racism. The District rejects all forms of racism as destructive to the District's mission of educational equity.”

Policy Implementation

The HUSD School Board passed both Antiracism and Equity policies and implementation has commenced. Major themes include:

- Creating and sustaining safe spaces for dialogue
- Community collaboration on services
- District provision of new resources
- Formal complaint process to investigate and resolve issues reported pertaining to bias, discrimination, and race

We Need Your Voice!

It will be important for families and community members to give input into the implementation of these policies as well as on how the implementation is having true impact. You can start joining in the conversation by taking this brief initial [survey](#).

Information and Training

We plan to provide regular updates as well as training opportunities for the community to better understand our commitment to equity, anti-bias, and anti-racism; Restorative Practices and Restorative Justice in student behavior; and what the data suggests we need to do to better tend to the needs of our most underserved families.

Resources

The following are some general resources for families on the topics of equity, anti-bias, and anti-racism:

- [Talking to Young Children About Race and Racism \(PBS Kids Resource Roundup\)\)](#)
- [Resources for Talking about Race, Racism and Racialized Violence with Kids \(Center for Racial Justice Education\)](#)
- [Your Kids Aren't Too Young to Talk About Race: Resource Roundup](#)
- [Talking to kids about race](#)
- [How to talk to kids about race and racism, according to experts](#)
- [Talking Race With Young Children](#)
- [Are Your Kids Too Young To Talk About Race](#)
- [Beyond the Golden Rule: A Parent's Guide to Preventing and Responding to Prejudice \(Southern Poverty Law Center\)](#)
- [Preparing Young Children for the Inclusion of Children with Disabilities into the Classroom \(National Association for the Education of Young Children\)](#)
- [Helping Youth After Community Trauma: Tips for Educators](#)
- [Understanding Child Trauma](#)
- [Age-related Reactions to a Traumatic Event](#)

Videos and Film

- Clint Smith's [How to Raise A Black Son in America](#) TedTalk
- [Roots of Justice](#) Front Porch Conversation
- [13th \(Netflix Documentary\)](#)
- Race: The Power of an Illusion
- I am Not Your Negro
- [What Matters](#): #BLM Documentary series
- The Color of Fear (Documentary by Lee Mun Wah)
- American Son (Netflix)
- Dear White People (Netflix)
- If Beale St Could Talk ([Hulu](#))
- King In The Wilderness ([HBO](#))
- See You Yesterday (Netflix)
- The Hate You Give (Netflix)
- When They See Us (Netflix)
- [White Like Me](#)
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