



# IRON COUNTY SCHOOLS

CREATING A BETTER TOMORROW FOR ALL

Iron County School District's mission is to *create a better tomorrow for ALL*. ICSD employees including teachers, custodians, bus drivers, secretaries, paraprofessionals, administrators, school board etc... work hard to create the conditions whereby ALL students will learn the Utah Core Standards. When we say "ALL", we mean "ALL", regardless of race, gender, disability or any other factor.

Racism is defined as, "the belief that different races possess distinct characteristics, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another leading to prejudice, discrimination, or antagonism directed against people."

**Iron County School District will NOT tolerate any action, practice, process or approach that promotes racism as defined above. Any individual found promoting racism, as defined above, will be disciplined.**

We value and trust the quality employees in ICSD and expect them to feel confident that they will be supported in their work to help students master the knowledge and skills listed in the Utah Core Standards. We expect ICSD employees to ask themselves if any action they take, practice they employ, process they follow, or approach they choose could promote the belief that different races possess distinct characteristics, abilities, or qualities, especially so as to distinguish them as inferior or superior to one another leading to prejudice, discrimination, or antagonism directed at people. *If the answer is "yes", DO NOT use said action, practice, process or approach.*

**Example 1:** One activity that has, unfortunately, been used in other states is to require students to line up according to privilege, with fairer skinned students lining up on one end of the line, indicating that they are more privileged and more likely to succeed, and students with darker skin on the other end of the line, indicating that they are less privileged and less likely to succeed. This activity promotes the idea that individuals possess distinct characteristics, abilities or qualities depending on their race or skin color and could result in prejudice or antagonism. This is an activity that promotes racism as defined above and **will NOT be supported** in Iron County School District.

**Example 2:** (Utah Core Standards, 5th Grade Social Studies, Standard 3, Objective 2) In a history class the students are asked to read about, discuss and explain how the U.S. expansion, issues of states rights, the institution of slavery, and economic development culminated in a Civil War. This activity does NOT promote the idea that someone's race or skin color distinguishes them as possessing certain characteristics, abilities or qualities. This activity does not promote racism and **will be fully supported** by Iron County School District.

Iron County School District will continue to create a better tomorrow for ALL and we commit to this with the understanding that ALL means ALL.