



#### Members of the Board

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March 25, 2021

Dear Elk Grove Unified Community Members,

This past year has been replete with pain, a longing for togetherness and the upheaval of our lives. While we now can use a vaccine to help stop the spread of COVID-19, finding the antidote against racism remains a challenge. We fought racism when it rose in our community attacking our Black and African American youth and fellow citizens and once again, in unity with our Board of Education, we stand to fight the violence inflicting pain in our Asian American and Pacific Islander (AAPI) communities.

We were all taken aback by the news in mid-March about the Georgia shootings that resulted in the deaths of eight people, including six Asian American women. Added to our concerns has been the rise in the number of hate crimes, racist rhetoric and violence against AAPI people, particularly against the elderly. The pain suffered by these groups just like other peoples who have been stereotyped and dehumanized is real. This resurgence of racism affects our ability to understand one another and will not be tolerated in our support to #STOPAsianHate.

Together with our Board of Education, with one voice, we speak out and stand to fight racism, racial discrimination, xenophobia and related intolerances and through policy, practice and procedure we are ready to take decisive action when necessary. We will make our position known that we will not tolerate bullying, hate speech, expressions of hate and hateful acts of any kind at any school within the Elk Grove Unified School District and further recognize that hate and bias can appear in many forms, from the subtlest joke or name-calling to the most extreme forms of violence. Most importantly, we will demonstrate our commitment to putting more action behind our cause by encouraging anyone who witnesses or is victimized by hate or bias to follow the Four R's Response Protocol: 1) Recognize the act of hate or bias and the impact it has had; 2) Respond in a way that is safe and interrupts the act; 3) Report the act to trusted school and district personnel; and 4) Repair harm done to the community alongside others.

The fear and disappointment currently felt in our AAPI community is disheartening. As we reopen our schools and begin to bring people together, I want our families to know that student and staff safety remain our top priority and that we have systems in place to ensure that our schools are free from any racist behavior and attitudes looming in our midst. Our Board of Education recently passed a resolution marking March 21st as the International Day for the Elimination of Racism and Discrimination and moving forward, we will amplify public awareness on racism and ensure the provision of educational materials and further support our students and community need to effectively combat racial discrimination.

I ask that we all take a moment to reflect on our core values as a society and as a school district and reaffirm our commitment to not condone or support behavior by students, staff or visitors related to school activities or attendance which insults, degrades, or stereotypes any race, gender, disability, physical characteristics, ethnic group, sexual orientation, age, national origin or religion. We all take great pride being a highly diverse, multiracial, multiethnic, multilingual school district. That pride comes from our collective commitment to providing a positive and harmonious educational environment in which student unity and respect for the diverse makeup of the school community is cherished, promoted and protected. It is not enough to only concern ourselves with tolerance. We must act and help each other proudly stand and live up

to our own high standards. Each of us is a role model and as your Superintendent, I echo the words of Martin Luther King Jr. who aptly said, “time is always ripe to do right,” and now is the time.

Please help us further our cause to #FIGHTracism and #STOPAsianHate and take some time to review resources that will be useful for conversations surrounding anti-Asian violence. You are welcome to follow and share the District’s #FIGHTracism public awareness campaign and in May, we will be offering a variety of events and activities focused on racism and hate with which students and families can engage like the Educator Workshop on the History of Anti-Asian Laws that is scheduled for May 4th.

To conclude, let’s care about and watch after each other and if you know someone, particularly a student who has been a victim of racism or hate, our Online Incident Reporting System is being actively monitored. You can learn about that system [here](#) and on our [District’s Safety Information webpage](#)

Sincerely,



Christopher R. Hoffman  
Superintendent

### **Superintendent’s Choice Book**

*How to be an Antiracist* by Ibram X. Kendi

### **District Office Resources**

- [Office of Educational Equity](#)

### **District Instructional Resources**

- [Responding to Anti-Asian Violence and Georgia Shootings](#)
- [Anti-Asian Violence Resources](#)
- [Resources to Support Discussions on Increases in Anti-Asian Bias, Racism, and Hate Crimes](#)
- [After Atlanta: Teaching About Asian American Identity and History](#)
- [Addressing Anti-Asian Bias](#) (Learning for Justice Collection)
- [How to Respond to Coronavirus Racism](#) (Learning for Justice)
- [“Speak Up at School: How to Respond to Everyday Prejudice, Bias and Stereotypes”](#) (Learning for Justice)

### **Public Resources**

- [Asian Americans](#)
- [Anti-racism resources to support Asian American, Pacific Islander Community](#) (NBC News)
- [What You Can Do about Anti-Asian Violence](#) (Rolling Stone)
- [As Attacks Against Asian Americans Spike, Advocates Call for Action to Protect Communities](#) (CNN)
- [Asian Americans like Me are Fighting Hate with Tradition](#) (CNN)