

Acknowledgement of Institutional Racism and Discrimination

Harrisonburg City Public Schools openly acknowledges the historical context in which Institutional Racism has affected policies, practices, and systems which perpetuate injustice and denial of access to opportunities for Black and African American people, which have led to inequities and discriminatory practices.

Harrisonburg City Public Schools, a unique space in which social emotional learning and academic teaching intersect, is firmly committed to building a community that is radically inclusive of people of all backgrounds while simultaneously recognizing the inherent social, personal, political, and institutional racism pervasive in American education systems. We commit, as individuals and as a school organization, to actively engage in research and teaching practices that are anti-racist, anti-sexist and anti-discriminatory of Black, Indigenous, People of Color (BIPOC) and LGBTQIA+ people. In doing so, we strive to provide a safe, respectful environment that promotes the success of all individuals, and that fosters a space for dialogue.

Inclusivity Statement

The Harrisonburg City School Board strives to support our community in the pursuit of personal growth and potential. The School Board governs budgets and policies used daily in our schools in support of the school system goals of equity, literacy and social/emotional security for every learner as outlined in the strategic plan.

On behalf of the individuals in our school community and each and every resident of Harrisonburg, Harrisonburg City Public Schools affirms:

- Its policies on non-discrimination and anti-harassment to nurture an environment of inclusiveness and prohibit actual or perceived discrimination on the basis of race, color, religion, age, gender, sexual orientation, gender identity, gender-related identity or expression, height, weight, body size or shape, physical appearance, marital status, disability, exceptionality, citizenship status, residency status, visa type, and/or transition status, immigration status, refugee status, national origin, preferred language, means of communication, parental status, family structure, employment status, socioeconomic status, childbirth or related medical condition, military status, status of being homeless, political affiliation, ethnicity, ancestry, genetic information, mental health status, or association or affiliation with any of the aforementioned.
- A commitment to ensure that all persons in our community are treated with dignity and respect;
- Support of HCPS efforts to build bridges of understanding and mutual respect among all the diverse members of our community;
- Our vow to oppose any intolerance or fear that might threaten the diversity, safety, or personal growth and potential of the individuals in our community; and
- Our pledge to ensure that all students and school personnel within Harrisonburg are accorded equal protection under the law.

Universal, free and appropriate public education available to all is a defining promise of American democracy. We encourage our students, staff, and members of the community to celebrate the inclusiveness and diversity that contributes to the growth, success, safety, and quality of life of everyone at HCPS.