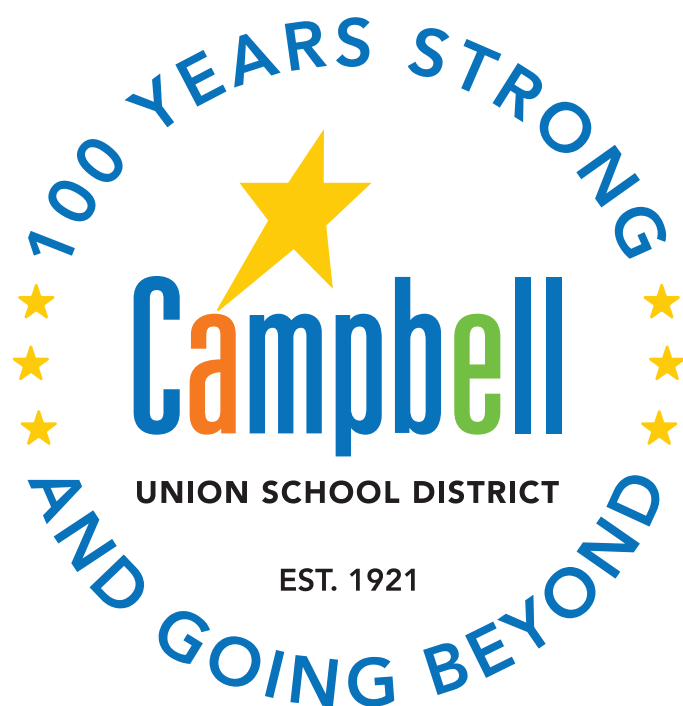


## ANTI-RACISM STATEMENT



Racism is systemic oppression that is conscious or unconscious, intentional or unintentional grounded in racial prejudices designed to reinforce the superiority of one race over another by an individual or group.

**In Campbell, we realize that racism is dehumanizing to everyone it touches.**

### **We acknowledge...**

to become an anti-racist and inclusive organization we must transparently identify and deconstruct issues of race and bias that are negatively impacting our system, our policies and our people.

### **In our learning community we are resolved...**

to challenge and improve current practice at all levels in order to provide more equitable opportunities for all.

### **In our learning community we are resolved...**

to lean into discomfort to uncover biases and learn about our history, ourselves, and those we serve.

### **In Campbell, we firmly commit...**

to eradicate racist practices by developing along a continuum toward deeper understanding of race, racism and how it impacts our system.

***We do this work with love, compassion, and justice to honor our students and families.***

