



Peru Central School District

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DIGNITY FOR **A**LL **S**TUDENTS **A**CT

Unfortunately, racist issues are all too real for members of our Peru school community, particularly our ***Black, Indigenous and People of Color*** (BIPOC) students, faculty and staff. Earlier this month, a student made an off-campus racist sentiment on social media directed to the African American community. This was brought to our attention and we are addressing it even though it did not happen on/at school.

The New York State's Dignity for All Students Act (The Dignity Act) was created to provide the State's public elementary and secondary students with a safe and supportive environment free from discrimination, intimidation, taunting and bullying on school property, a school bus and/or at a school function.

The original legislation amended State Education Law by creating a new Article 2 – Dignity for All Students. The Dignity Act also amended Section 801-a of New York State Education Law regarding instruction in civility, citizenship, and character education by expanding the concepts of tolerance, respect for others and dignity to include: an awareness and sensitivity in the relations of people, including but not limited to, different races, weights, national origins, ethnic groups, religions, religious practices, mental or physical abilities, sexual orientations, gender identity, and sexes. (NYSED, 2020)

The Peru Central School District is committed to providing a safe and supportive environment for **ALL** students and their relationships with people. 94 % of our students are white and 6 % are BIPOC, our commitment is to also keep the 6% BICPO student safe as well as the 94% of our white students. We made agreements in our strategic plan that our Core Beliefs are:

- ☐ **Students are our first Priority**
- ☐ All students can learn and we can provide for each student's individual needs
- ☐ High quality learning is rigorous and relevant.
- ☐ We embrace innovation and strive for continuous improvement
- ☐ We bring talent, passion, and integrity to our school every day.
- ☐ **We value inclusivity and hold diversity and respect paramount**

- We build powerful, **trusting relationships** where teamwork and collaboration are valued
- **We commit our community's safety and security.**

We are going to make a conscious effort to work towards these beliefs and educate our school community on how we can be sensitive, embrace diversity within our school community and prepare our students to be global citizens. We are committed to building inclusive and trusting relationships that are free from racism, and exclusivity. All students are valued at Peru and we need to make sure that our students in the margins feel they are valued and can be contributing members in our schools and in society.

I am committed to leading our school in the education of cultural sensitivity, humility and breaking down the barriers that prevents our district from modeling cultural conscious actions in achieving equity for all students and staff. We will embark on this mission with fidelity and a consciousness to provide our students with the tools to break down the systems of oppression inclusive of racism, sexism and classism. Understanding oppression is a systemic issue greater than Peru itself but we will commit to teaching, modeling and support the values of diversity and institutionalizing cultural knowledge that provides perspective from cultural groups as an integral piece of our professional development for our students and staff.

For those members of the community who have been subjected to any of these attacks, whether verbal or physical, we encourage you to reach out to our website and utilize or Share It icon on the lower right hand corner of our website www.perucsd.org or contact any of our building principals' offices to seek assistance and to help us address these issues moving forward.

Thank you,

Thomas Palmer Ed.
Superintendent of Schools