



June 15, 2021

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE

Approval of the Adoption of The Cambridge Public Schools Anti-Racist Vision & Mission Statements

Recommendation: That the School Committee approve the adoption of the Cambridge Public Schools Anti-Racist Vision and Mission Statements

Description: Superintendent Kenneth Salim and the Cambridge School Committee have committed to advancing equity and racial equity and accelerating Cambridge Public Schools’ efforts to become a proactively antiracist school district. In 2019, the Administration and School Committee adopted definitions of equity and racial equity.

As part of the community-driven process to understand the root causes of inequity in CPS supported through the Building Equity Bridges project, it was recommended that CPS establish a districtwide anti-racist vision and mission statement. Research and best practice encourage systems to recognize that all policies, practices and decisions are either racist or antiracist -- they either support equity or they don’t. “Antiracism” or “antiracist” means active participation in combating racism in all forms.

During 2020 and 2021, a diverse group of CPS educators, youth, families, administrators and community stakeholders, including many individuals who identify as people of color, worked to develop the Antiracist Vision and Mission Statements below.

CPS Antiracist Vision Statement:

All CPS youth thrive, are empowered and are liberated through education, learning experiences and spaces that are antiracist.

CPS Antiracist Mission Statement:

On the journey to becoming an antiracist school district, the CPS community actively uplifts and collectively holds each other accountable to equitably support our young people and families. We center the voices and prioritize the needs of youth, families and educators of color with antiracist decisions, practices and policies to dismantle historical oppression and to support learning spaces where all students are known, celebrated, empowered and thrive.

Respectfully submitted,

Kenneth N. Salim, Ed.D.
Superintendent of Schools