

Northland Preparatory Academy Governing Board Acknowledgement of Racism

The mission of Northland Preparatory Academy is to “provide a coordinated, individualized program of study that promotes academic excellence and provides educational opportunities for serious middle and high school students, regardless of gender, ethnic origin, economic or academic ability.” (Retrieved: www.northlandprep.org)

At Northland Preparatory Academy, we acknowledge that racism and white privilege are present in our culture and our school. NPA recognizes that the City of Flagstaff was settled by colonizers in 1876 and is built upon the land of the Dine, Hopi, Havasupai, Kaibab-Paiute, and Hualapai peoples who have lived here since time immemorial. The San Francisco Peaks have been held sacred by the Navajo/Diné, Hopi, Zuni, Tewa, Hualapai, Havasupai, Yavapai-Apache, Yavapai-Prescott, Tonto Apache, White Mountain Apache, San Carlos Apache, San Juan Southern Paiute, Fort McDowell Mojave, Apache, and Acoma. It is not enough to say we are not racist; we must be anti-racist. As a governing board, we affirm that Black lives matter. It is our duty to combat systems of oppression that victimize and target Black, Indigenous, and people of color (BIPOC). The first step in this process is to acknowledge directly the following as we begin the process of dismantling the systems that exist to uphold racism and “...the idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to Black people, Indigenous people, and People of Color and their ideas, thoughts, beliefs, and actions.” (*Racial Equity Tools*. Retrieved: <https://www.racialequitytools.org>)

- NPA's student body and faculty do not reflect the broader diversity of our Flagstaff community (City of Flagstaff. (2010). *Census facts*. Retrieved: <https://www.flagstaff.az.gov/1095/Census-Facts>) and therefore has upheld a culture of white privilege;
- NPA has not and does not currently have a formal curriculum about Race, Identity, and Privilege. This constitutes a serious and dangerous omission from a well-rounded, modern education;
- NPA strives to create a system by which we, as a school, can better address instances of racism and bias. We see those who have been hurt and we stand with you. We are committed to creating change.

Acknowledgment without action is ineffective. We condemn white supremacy and racism in all its forms. We are committed to ensuring that the voices and identities of

BIPOC are affirmed and seen. The school commits to developing a plan that includes specific steps in the following areas:

- Anti-racist curriculum development
- Policies and procedures
- Faculty, staff, student, and other stakeholder training
- Accessibility
- Accountability measures
- Student, staff, and Board recruitment

A Board-designated committee will be developed and ratified to begin immediate work on this plan. The committee will consist of Board members, administration, faculty, staff, parents, students, and alumni. The Board will allocate funds specifically to support the work of this committee. In addition, the Board will provide the necessary resources to obtain anti-racist materials, consultation services, and professional development.

In sum, by acknowledging its previous shortcomings, NPA is now ready to begin the important work of developing a truly anti-racist school structure. NPA embraces this opportunity not only to dismantle current racist systems, but also to serve as leaders in the larger Flagstaff community as we work together to create a just and equitable world for all.

Signed,

Northland Preparatory Governing Board

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