

Proposed: April 24, 2017
Adopted: April 24, 2017



RESOLUTION

DATE: April 24, 2017

TO: Board of Trustees

FROM: Programs & Assessment Committee
Elizabeth Partoyan, Chair

RESOLVE TO: AFFIRM HOPKINS HOUSE AS AN INCLUSIVE LEARNING COMMUNITY

SUMMARY

Approval of this Resolution by the Trustees will establish policy affirming the organization's commitment to nondiscrimination and inclusiveness in all its programs.

ACTION REQUESTED

To approve the following new policy, effective immediately:

#100.40 (Nondiscrimination and Inclusiveness)

Policy: It is the policy of Hopkins House to welcome and value all our students, program participants, volunteers, and employees, and to treat them with dignity and respect; acknowledge that all races, nationalities and cultures bring value to and enhance the excellence of the organization and its programs; and, celebrate inclusiveness and diversity; and,

That Hopkins House seeks to build bridges of understanding and mutual respect among the diverse members of our learning community; oppose intolerance and fear that threatens the diversity, safety and excellence of our programs; and, ensure that all our students, program participants, volunteers, and employees are not discriminated against in policy or practice on the basis of race, color, gender, religion, ancestry, marital status, age, disability, sexual orientation, veteran status, familial status, and national origin.

Procedure: The President shall organize activities and events that celebrate the organization's diverse community; educate through dissemination of information; comply with all federal and state laws related to immigration, including those that involve eligibility for state and federal programs; and, excepting that which is required by State

and Federal law, ensure that the organization neither makes inquiries about nor reports on the citizenship of those who access or seek access to our services.

DISCUSSION

In view of current and proposed changes to federal immigration rules, questions have arisen from staff, participants in our Early Childhood Learning Institute (ECLI), and parents of our preschool academy young scholars regarding the organization’s policies as they pertain to serving immigrants and those who may be undocumented residents.

Hopkins House policy #100.3 (*Equal Opportunity and Non-Discrimination*) prohibits the organization from considerations of race, religion, color, gender or sexual orientation, age, national origin, disability, or veteran status in its hiring and promotion practices. The committee proposes to expand this policy to include the provision of services to preschool academy students, ECLI participant, and all other Hopkins House programs, current and future; and, to state clearly that Hopkins House seeks to be a nondiscriminatory and inclusive learning community.

Hopkins House was founded in 1939 as a consequence of and during a period of pervasive, systemic racial and ethnic discrimination. Since that time, the organization has fought tirelessly against discrimination and bias in all its forms, and has sought to reflect in its hiring and student enrollment, the cultural diversity of the communities in which we operate.

A significant and growing number of Hopkins House faculty, staff, and students are immigrants. These individuals have contributed to the rich learning environment that is a marker of the excellence of the organization and its programs.

During this time of heightened intolerance and bias against immigrants, the Programs & Assessment Committee believes it important that the Hopkins House trustees speak out, as they have so often in the past, to affirm Hopkins House’s unwavering commitment to being a nondiscriminatory and inclusive organization. The committee also believes that this is a time to celebrate inclusiveness and diversity.

FINANCIAL IMPLICATIONS:

Under this Resolution, resources will be needed to fund ongoing cultural diversity training for staff. We estimate this cost to be a modest, incremental increase to the organization’s current budget for staff professional development. Therefore, the financial impact of approval of this Resolution will, at most, be incremental to the currently authorized Organization budget.

COMMITTEE MEMBERS:

Elizabeth Partoyan, *Chair*
Allen Irwin, *Vice Chair*
Kevin Barnes
Rob Dugger

Lindsey Groark
Charniele Herring
J. Glenn Hopkins
James McNeil

Katrina Moore
Steven Parker
Daniel Wilson
Justin Wilson