



MT. DIABLO UNIFIED SCHOOL DISTRICT GOVERNING BOARD
RESOLUTION 22/23-58

**RESOLUTION ADOPTING RECOMMENDATION BY CONCORD HIGH SCHOOL
STUDENT AND ADMINISTRATION TO RETIRE THE "MINUTEMEN" MASCOT AND
ADOPT THE NEW MASCOT NAME "BEARS" AS CHOSEN BY THE STUDENTS**

WHEREAS, all children and youth should be able to attend school in a welcoming, safe and inclusive environment free from discrimination.

WHEREAS, the State of California, as codified in Education Code Section 221.2 (The California Racial Mascots Act) finds and declares the following: "The use of racially derogatory or discriminatory school or athletic team names, mascots, or nicknames in California public schools is antithetical to the California school mission of providing an equal education to all ... Many individuals and organizations interested and experienced in human relations, including the United States Commission on Civil Rights, have concluded that the use of Native American images and names in school sports is a barrier to equality and understanding, and that all residents of the United States would benefit from the discontinuance of their use. No individual or school has a cognizable interest in retaining a racially derogatory or discriminatory school or athletic team name, mascot, or nickname."

WHEREAS, California Education Code 201 mandates that (a) all pupils have the right to participate fully in the educational process, free from discrimination and harassment; (b) California's public schools have an affirmative obligation to combat racism, sexism, and other forms of bias, and a responsibility to provide equal educational opportunity; and (d) there is an urgent need to teach and inform pupils in the public schools about their rights, as guaranteed by the federal and state constitutions, in order to increase pupils' awareness and understanding of their rights and the rights of others, with the intention of promoting tolerance and sensitivity in public schools and in society.

WHEREAS, Mt. Diablo Unified School District (MDUSD) [Board Policy 0410](#) states, "District programs, activities, facilities and practices shall be free from discrimination, harassment, intimidation, and bullying based on actual or perceived ancestry, age, color, disability, gender, gender identify, gender expression, nationality, race or ethnicity, religion, sex, sexual orientation, actual or potential parental, family, marital status, or association with a person or a group with one or more of these actual or perceived characteristics. District programs and activities shall also be free of any racially derogatory or discriminatory school or athletic team names, mascots, or nicknames. Annually, the Superintendent or designee shall review district programs and activities to ensure the removal of any derogatory or discriminatory name, image, practice, or any other barrier that may unlawfully prevent an individual or group in any of the

protected categories stated above from accessing district programs and activities, including the use of facilities. The Superintendent or designee shall take prompt, reasonable actions to remove any identified barrier."

WHEREAS, in December 2019, (MDUSD) became eligible for California Collaborative for Educational Excellence (CCEE) assistance when it failed to meet CA Accountability Dashboard priority outcomes for "School Climate", and among other criteria CCEE's Systemic Instructional Review 2021 identified "a strong need to set expectations and provide sustained training on implementing culturally relevant and responsive curricular and instructional resources as well as implementing targeted strategies to support students from underrepresented racial and ethnic groups, in particular.

WHEREAS, MDUSD [Equity Policy 0415](#) states: "In order to eradicate institutional bias of any kind, including implicit or unintentional biases and prejudices that affect student achievement, and to eliminate disparities in educational outcomes for students from historically underserved and underrepresented populations, the district shall proactively identify class, linguistic, and cultural biases as well as practices, policies, and institutional barriers that negatively influence student learning, perpetuate achievement gaps, and impede equal access to opportunities for all students."

WHEREAS, MDUSD [Board Policy 5145.3](#) Nondiscrimination/Harassment and Transgender Policy states, "The Governing Board desires to provide a safe school environment that allows all students equal access and opportunities in the district's academic, extracurricular, and other educational support programs, services and activities."

WHEREAS, MDUSD [Board Resolution 20/21-80](#) states that the Mt. Diablo Unified School District Board sees an urgent need to establish a welcoming and safe environment for all students in our schools and community; and if necessary, schools shall choose a non-human mascot/name replacement within one (1) year, and the district budget shall bear the costs of the transition rather than the school site budget

WHEREAS, Concord High School students through the New Mascot Student Committee has conducted multiple petitions, town hall meetings, as well as conducted multiple rounds of student discussions and voting over several months, involving all stakeholders of the Concord High School community including students, alumni and staff; the procedure, scope and results of which were presented to the Board on May 10, 2023.

WHEREAS, as a result of the discussions and multiple rounds of student voting, the Concord High School community has selected the mascot name "Bears" to replace the mascot name "Minutemen".

NOW, THEREFORE BE IT RESOLVED the following:

1. The Concord High School mascot, as with all school mascots, should instill a positive school spirit among students, parents, staff, and residents, providing a symbol of pride for all members of our community in a way that is culturally and racially sensitive and appropriate;
2. The MDUSD Governing Board stands by its commitment and leadership in adopting and implementing policies to provide a safe school environment that allows all students equal access and opportunities in the district's academic, extracurricular, and other educational support programs, services and activities, and that supports, respects and honors students from all underrepresented racial and ethnic groups;
3. The Board adopts the recommendations of the Concord student body, which following extensive community input and discussion, has decided to retire the mascot name "Minutemen" and related imagery, and adopt the new name proudly selected by the Concord student body: the "Bears."

AYES: NOES: ABSENCES: ABSTENTIONS :

Keisha Nzewi, Board President

Erin McFerrin, Board Vice President

Cherise Khaund, Board Member

Debra Mason, Board Member

Linda Mayo, Board Member

Dr. Adam Clark, Superintendent

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Adopted at the meeting of the MDUSD Governing Board of Education on June 14, 2023
