

Berks County Anti-Racism and Equity Statement

Recent events, protests, and discussions around racial injustice throughout our country have sparked increased and urgent dialogue among community leaders to fight racism and address pressing issues of social injustices. The education community is no different. The 18 Berks County school districts, the two career and technology centers, and the Berks County Intermediate Unit are committed to providing safe and inclusive learning and working environments where racism is not tolerated and equity is the standard for the more than 70,000 students here in Berks County, their families, and our teachers and staff.

Collectively, we share concern over how systemic racism and social injustices are impacting our Berks County schools and the community. As education leaders, we are obligated to have productive conversations around these inequities and the work that needs to be done to address them. Furthermore, we are committed to deep, sometimes difficult reflection on our routine practices and assumptions that might otherwise go unexamined.

Over the years, measures have been taken to increase diversity, equity, and inclusion in our schools — and yet, we still have so much work to do. We believe that education will ultimately create the equitable society all students deserve. Schools can provide every student with opportunities for success and advocate for social justice by ensuring equity and access to a high-quality education, by providing safe and supportive learning environments, and by recognizing the intrinsic value of every individual, regardless of race, culture, sexual identity, disability, or economic status.

We must take responsibility for transforming the knowledge, beliefs, and practices that act as obstacles to student learning and staff development, and we must be vigilant in finding solutions and creating action for substantive change in the areas that we as education leaders can control. In addition, we must ensure that our schools and workplaces serve as safe spaces where everyone has the same level of opportunity to pursue their education, excel in their career, and live their lives productively as they go about their daily activities.

We recognize that statements are not enough and that it is imperative for us, individually and collectively, to work proactively to influence and enact change. Therefore, in addition to individual school district policies and actions, we are collectively committing to the following items to eliminate racism and promote equity within the Berks County education community.

1. We will continue to establish and sustain school communities that share the collective responsibility to address, eliminate, and prevent actions, decisions, and outcomes that result from and perpetuate racism.
2. We will evaluate policies and protocols to ensure that they advance our goals of diversity, equity, and inclusion.
3. We will continue to encourage our stakeholders to focus decisions impacting our education community to include recognition of equity and diversity within our communities.
4. We will enlist the support of our community experts and stakeholders to help our districts and school leaders examine their equity practices.
5. We will work strategically on recruiting, retaining, developing, and advancing a diverse workforce.
6. We will offer ongoing education and professional development for our students and staff to continue building capacity in diversity, equity, and inclusion strategies.

Diversity, equity, respect, and inclusion are paramount to our education community, and as leaders, we are committed to taking active steps to reflect this dedication in all the work we do across our districts and schools. We lend our voice and join our partners within and beyond education to battle racism and inequity in all forms.

Berks County School District Superintendents

Mr. Jeffrey Boyer, Superintendent
School District

Dr. Dana Bedden, Superintendent
Boyertown Area School District

Mr. Andrew Potteiger, Superintendent
Brandywine Heights Area School District

Dr. Randall Grove, Superintendent
Conrad Weiser Area School District

Dr. Brett Cooper, Superintendent
Daniel Boone Area School District

Dr. Kimberly Minor, Superintendent
Exeter Township School District

Dr. Greg Miller, Superintendent
Fleetwood Area School District

Dr. Steve Gerhard, Superintendent
Governor Mifflin School District

Dr. Richard Mextorf, Superintendent
Hamburg Area School District

Mr. Christian Temchatin, Superintendent Antietam
Kutztown Area School District

Dr. Joseph Macharola, Superintendent
Muhlenberg School District

Dr. Tracy Shank, Superintendent
Oley Valley School District

Dr. Khalid Mumin, Superintendent
Reading School District

Mr. Michael Mitchell, Superintendent
Schuylkill Valley School District

Mr. Andrew Netznik, Superintendent
Tulpehocken Area School District

Dr. Robert Pleis, Superintendent
Twin Valley School District

Dr. Richard Faidley, Superintendent
Wilson School District

Mr. Rob Scoboria, Superintendent
Wyomissing Area School District

Berks County Intermediate Unit / Career & Technology Centers

Dr. Jill Hackman, Executive Director
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Mr. Eric Kahler, Administrative Director
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