

For Immediate Release:

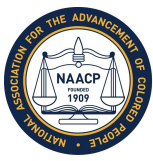
Date: 12/10/20

Since October of this year, Paducah Public Schools has been embroiled in the blackface incident regarding Dr. Shively. The Paducah Board of Education has met multiple times under closed executive session and has not provided any updates in regard to their decision on this very serious matter. While understanding that executive sessions are classified and closed to the public we at the Paducah-McCracken County NAACP are still calling for the resignation of Dr. Donald Shively. We see this as the only viable way that the district, its students, and the community can move forward.

In addition to the resignation of Dr. Shively we see this as an opportunity for the board to reform and improve its diversity and inclusion practices. This unfortunate event has highlighted many disparaging inequities in our schools. The time is now to truly invest in the diversity of our students. This is the time to include the community, staff, students, and parents in important decisions regarding diversity and inclusion. We believe that the Board of Education should take a more inclusive and broader approach in regard to student diversity and achievement. We are calling for the Paducah Board of Education to commit and enact the following:

1. Conduct a full independent *cultural audit* of Paducah Public Schools. This audit should include; a detailed review of hiring practices, diversity and inclusion, and achievement, equity policies, and an evaluation of cultural opinions of students and staff. Cultural Audits should be conducted annually or bi-annually.
2. Provide annually mandatory implicit bias and racial sensitivity training for ALL employees, including the superintendent and board leadership.
3. Create an independent diversity steering committee that will guide Paducah City School's diversity, inclusion, and equitable practices. This committee will operate independent of the superintendent's influence and include community stakeholders as well as staff and students.
4. Commit to diverse hiring at ALL levels with yearly reviews of staff hiring practices. With the mandatory inclusion of diverse representation on the cabinet selected by the NAACP.

Paducah-McCracken Co. NAACP
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5. Conduct annual reviews of student practices that demonstrate equity in closing the achievement gap. Complete with targeted measurable goals that demonstrate effectiveness of said practices.
6. Commit to training diverse candidates for leadership positions.
7. Employ a district diversity and inclusion officer in Paducah City who would focus on recruiting minority candidates.

The time is always right to do the right thing. We at the NAACP continue to be committed to the advancement toward fair and equitable treatment of all students.

Paducah-McCracken County NAACP

JW Cleary- President

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