



**RESOLUTION OF THE BOARD OF DIRECTORS ("Board")  
OF CONFLUENCE ACADEMIES ("Confluence")  
Recognizing and Affirming Our Commitment to Hispanic Education  
August 22, 2019**

WHEREAS, Confluence is proud to educate children from across the diverse people of St. Louis, and strives to be an inclusive community advocating for academic achievement for all students; and

WHEREAS, Confluence sees the greatness of America in those who are here. We see the greatness of America in those who have risen above injustice and enriched our society.

WHEREAS, Confluence supports the right of immigrant children, including undocumented immigrant children, to a free public education in the United States, as recognized by the United States Supreme Court in 1982; and

WHEREAS, Hispanic/Latino children make up almost six and a half percent (6.4%) or 56,551 among the State of Missouri's child population; and in Confluence, a public charter school, they make up fifteen percent (15%) or 348 members of the student population; and

WHEREAS, Confluence has fostered a strong partnership with Missouri Immigration and Refugee Advocates (MIRA) and the Migrant and Immigrant Community Action (MICA) project to provide support to students and families through programs such as STEM, parent engagement, leadership development, legal services and policy; and

WHEREAS, at Confluence two and a half percent (2.5%) or nine (9) staff members are Hispanic/Latino and we believe it is important for our students to see themselves represented in the teacher workforce and through recruitment efforts to increase diversity in our teacher and staff ranks; and

WHEREAS, the Confluence Academies ("Confluence") takes pride in joining citizens throughout the country in recognizing September 15, 2019 as the start of National Hispanic Heritage Month, an opportunity to share the historical and present contributions of Hispanic Americans; and

WHEREAS, the precursor of National Hispanic Heritage Month began in 1968, the anniversary of independence of five (5) Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua; and

WHEREAS, the Confluence Board of Directors ("Board") in its continued effort to enhance equity and diversity, remains dedicated to providing resources and programming for Spanish speaking communities, offers translation services and training for teachers, schools, and other school systems, continues recruitment efforts to attract diverse educators into the teaching profession; and continues to support safe schools and resources for undocumented students; and


WHEREAS, Confluence recognizes the significant contributions and considerable advances that Hispanic and Latino Americans have made, and continue to make in our community, state, and world, in areas including education, medicine, art culture, public service, economics and development, politics and human rights.

**NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF CONFLUENCE, AND ITS CHIEF EXECUTIVE OFFICER AND HEREBY**

**PROCLAIM**, our appreciation and pride in our communities' inclusion of Hispanic and Latino Americans.

Adopted by the Board of Directors of Confluence Academy this August 22, 2019.

  
\_\_\_\_\_  
President, Board of Directors

  
\_\_\_\_\_  
Vice-Chair, Board of Directors

  
\_\_\_\_\_  
Chief Executive Officer