

**Meeting of the School Board Equity Committee
David Douglas School District No. 40
November 29, 2018**

A School Board Equity Committee meeting was held on Thursday, November 29, 2018 at 4:00pm in the David Douglas School District Board Room, located at 1500 SE 130th Avenue, Portland, OR 97233.

Equity Committee Members present were:

Kyle Riggs, Board Member; Stephanie D. Stephens, Board Member; Ken Richardson, Superintendent; Kelly Devlin, Director of ESL & Equity; Taye Spears, Vice Principal; Muhammad Rahman, Teacher; Etema Banks, African American Student Liason; Josue Pena Juarez, IRCO; Darrell Wade, BUILD Parent Organizer, Unite Oregon; Adriana Govea, Parent; Silke Akerson, Parent; Ana del Rocio, Parent; Jared Cetz, Student, and Laurie Brunelle, Board Secretary.

Approval of Minutes – Mr. Wade moved approval of the September Minutes, seconded by Mr. Rahman. The motion passed in a vote of 10-0.

School Board Proclamations – Ms. Devlin presented the following proclamations that were recently recognized and passed by the School Board: National Hispanic/Latinx Heritage Month, Indigenous Peoples' Day, and National Native American Indian Heritage Month. Ms. Stephens stated these were spearheaded by Board Member Andrea Valderrama with the support of the Board to proactively direct everything in our schools to be focused in celebrating the cultural heritage months. Mr. Riggs stated that this becomes a focus of the school and allows you to have an opportunity to feel like this school is about me. Ms. del Rocio requested the Committee be more involved in the drafting of the language and to possibly be in attendance during the Board meetings when the proclamations are passed. Communication around the celebrations was sent out via email to staff and the leadership team. Mr. Richardson stated this has added an intentionality to the classrooms and schools, and there is an added benefit. There were various classroom and library activities, bulletin board displays, food, guest parent readers, an administrator activity, and a scavenger hunt. Mr. Richardson said Ms. Devlin is working very hard at sending out regular monthly communication emails to staff in regards to training and resources. Ms. del Rocio requested the District to publically share resources and information with families and not just the staff and classrooms. Ms. Govea said we cannot leave the responsibility to the District, and teachers need to lose their fear of asking for input on how celebrations are done on traditions and culture. Mr. Richardson stated that much of our equity work at the school level is defined by eliminating disproportionality and making every student and family feel welcome, safe, and have an identity in our schools. Ms. Akerson requested next year there be a consideration for Indigenous Peoples' Day and Native American Heritage Month to include tribes that are not federally recognized in Oregon. Ms. Devlin shared that historically we've had our celebrated months every year on our District calendar but we need to continually communicate to bring awareness to diversity within our School District. She reported that a new Senate Bill was passed that specifically focuses on ethnic studies and we are waiting for guidance and information from the State on what that means for us.

School Board Educational Equity Policy – The Committee put together a writing group who created a draft updated policy. Based on the models seen from other counties, the group chose a multi issue policy which includes Quality of Education and Disproportionate Discipline. The Committee gave feedback on the Quality of Education section. Ms. del Rocio explained the anatomy of a policy and gave an explanation of the AR (administrative regulations). Mr. Riggs explained the Board sets the guidelines and would then look to the AR in how the administration implements that policy. He suggested the Committee keep the true desired outcome and not become too narrow in language. Ms. del Rocio would like the language on the narrow side since there is such a broad representation on the Committee. Mr. Pena Juarez raised the following question in regards to a racially diverse workforce: what are the questions being asked to recognize different demographics? Ms. del Rocio said we don't currently have a consistent or accurate way of capturing the data beyond self-reports. We need to determine how we are asking those questions so we can measure the process. Ms. Akerson is excited to see the District will seek feedback from the different groups but is concerned that it is largely relying on a survey. She feels surveys have limitations and she would want to make sure people could give feedback to a trusted individual. Ms. del Rocio stated she would not want to limit the survey to a physical on paper multiple choice survey. There are various effective surveys for communities of color that involve more in person work. Mr. Richardson reported the survey is just one tool, we also started a project called 'Your Voice Matters' which is a listening campaign to connect with our community. The information collected will be brought to our specific community groups. Ms. Stephens requested the District put aside a line item in the budget that specifically goes out to culturally specific organizations. Mr. Cetz stated it's very important to have a student focus group when surveys are being considered. Ms. Akerson was excited to see that interviews will require one parent and one high school junior or senior on the hiring committee. Ms. Spears raised the question; how do we prioritize the information collected on the survey as to what would be addressed first? Ms. del Rocio suggested we build in options and guidance of what to do with the information collected. Mr. Richardson suggested to look at what the data is telling us and base the decision on this. He said Budgeting is done in the spring and some of this data may frame that conversation. Ms. Devlin is excited to look at the different data points we have and determine if the student lens matches with what teachers are sharing with us versus what parents are sharing with us to determine if we are going down the same pathways? Ms. Spears is excited about the cultural relevant teaching practices and says it's nice to bring student voice with it. Ms. del Rocio would like to include addressing the under representation of kids of color in TAG and over representation of identifying kids of color in Special Education?

Disproportionate Discipline –Mr. Rahman shared some of the discussion items the writing group came up with in this section such as; discipline from the teachers perspective, different tactics in the classroom, the disparities of referrals being written for certain groups of students, and each school doing something different. They would like to have an over-arching focus when it comes to discipline and make it a little more positive.

Meeting Schedule

The next scheduled meeting will be held January 10th from 4:00-6:00pm

Future Agenda Items

- Approval of November Minutes
- Draft Equity Policy – Disproportionate Discipline Section
- Input for February's Heritage Month Proclamation

Other Business – Ms. Stephens requested an update from Mr. Richardson in regards to paying for the police in our schools. She said currently the City pays for the police and they are now requesting the District to pay. Mr. Richardson said we have been approached by Portland Police around an MOU interested in asking us to sign on to pay. At this point we have told them no because this year's budget has already been developed and is being implemented. Mr. Richardson said at some point we will receive a formal MOU from Portland Police which will be reviewed by the Board to determine if we will or will not be paying. Ms. Stephens suggested as the budget process begins for next year, the community will want to weigh in on this issue.

Approved: 1/10/19