

**Meeting of the School Board Equity Committee  
David Douglas School District No. 40  
March 22, 2018**

A School Board Equity Committee meeting was held on Thursday, March 22, 2018 at 6:00pm in the David Douglas School District Board Room, located at 1500 SE 130<sup>th</sup> Avenue, Portland, OR 97233.

Equity Committee Members present were:

Kyle Riggs, Board Member; Ana del Rocio, Board Member; Stephanie D. Stephens, Board Member; Ken Richardson, Superintendent; Kelly Devlin, Director of ESL & Equity; Muhamed Rahman, Teacher; LaShawanta Spears, Vice Principal; Rolando Florez, Assistant Principal; Etema Banks, African American Student Liason; Adriana Govea, Parent; Leroy Barber, Executive Director of Voices Project; Darrell Wade, BUILD Parent Organizer; Anna Cristal Castillo, Student; David Goncharuk, Student; Jared Cetz, Student; Luis Santos Marquez, Interpreter; and Laurie Brunelle, Board Secretary.

**Welcome** – Superintendent Mr. Richardson thanked the members for taking time out of their busy schedule to be here. He said it means a lot to our District.

**Introductions** – Ms. Devlin led a Circle Forward group activity for introductions. Members introduced themselves, stated their David Douglas Connection, Community Organization Connection, and their favorite restaurant in Portland.

**Functioning Structures:** – The following functioning structures were determined for future meetings.

**Roles:**

Facilitator: Mr. Rahman and Ms. Banks agreed to co-facilitate meetings.

Note Taker: Ms. Brunelle will take minutes and email them to the committee members.

Timekeeper: Ms. Spears has agreed to be the timekeeper.

**Committee Norms** - All committee members present agreed to accept Committee Norms listed below knowing they can be changed at any time.

**Respect Time**

- Arrive on time
- Having a timekeeper
- Staying focused on the agenda

**Assume Positive Intent of Speaker**

- Listening to learn instead of listening to respond or react
- Making eye contact
- Recognizing the speaker is coming from a position of experience and is taking a risk in sharing an idea or concern

**Be Mindful of Equity of Voice**

- Providing time to process a prompt or questions
- Engaging in alternative methods for providing feedback and insights (quiet write; google docs; post it notes)

**Use Positive Body Language**

- Looking who is speaking
- Nodding, using facial expressions
- Respectful of being connected to technology

**Common Agreements** - All committee members present agreed to accept Common Agreements listed below knowing they can be changed at any time.

**Stay Engaged**

- Listening for the speakers' benefit, not just for your benefit
- Modeling the listening behaviors that you seek when you are a speaker

**Speak Your Truth**

- Having the courage to share your experience and perspective
- Asking questions of your partners that will encourage them to share their experience and perspective

**Experience Discomfort**

- Searching out experiences and perspectives different from your own
- Having the courage to ask questions of others and allowing others to ask questions of you

**Expect and Accept Non-closure**

- Not looking to solve and answer all questions
- Not looking for "the solution" or "the answer"
- Looking for a different question that will help us to find a different solution

**Role and Scope of a School Board Sub Committee**

- Policy Focus vs. Dictating Practice

Board members Mr. Riggs, Ms. del Rocio and Ms. Stephens explained the School Board is the body that sets policy for the District. The Board is limited to seven members and the Sub Committee is an extension of the Board to bring back information and give an implied direction. The intent is to help the District drive equity and determine the pathways that are most effective for the Board to adopt. The Sub Committee's advice is strongly taken. The content of the Equity Committee is around racial equity. We have a diverse District, new Board members and many challenges and opportunities to create one District wide direction. This is a chance to engage with the community and families and have a unified District with an equity lens. It is important to have public input and for the community to have a voice on this Committee. The Equity Sub Committee meetings are subject to Sunlight Laws and will include public notice and minutes.

**School Board Educational Equity Policy** – Ms. Devlin provided everyone a copy of our District's Educational Equity Policy. She allowed time to read and had members break into groups to discuss strengths and limitations within the policy. Committee members shared their answers to the following questions.

What do you think are Strengths?

- Breadth of content
- Budget conscious
- Partnerships

Are there any limitations within the current policy?

- Assets – based / strengths - based language, e.g. cultural barriers
- More PD/teacher training re: disproportionate data
- Clear prioritization of equity/racial justice X budget
- Need built-in tracking/accountability structures
- Lack of mechanism to access resources by students and others

**Closure** – Each member received a Ticket out the Door with the following two questions.

- What is your hope for this Equity Sub Committee?

March 22, 2018

- What do you hope our work will focus on?

**Future Equity Committee Meetings**

April 26 – 5:00pm - 7:00pm

May 24 – 5:00pm - 7:00pm

June 21 – 5:00pm - 7:00pm

Minutes approved on April 26, 2018