

**Meeting of the School Board Equity Committee
David Douglas School District No. 40
April 26, 2018**

A School Board Equity Committee meeting was held on Thursday, April 26, 2018 at 5:00pm 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; 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; Nicole Ayala, Counselor; Adriana Govea, Parent; Katherine Sherman, Parent; 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 / Introductions – Superintendent Mr. Richardson welcomed everyone and gave a special thank you to parents for trusting us with their kids. Members introduced themselves, stated their David Douglas connection or community organization connection, and where they were born. Ms. Devlin shared an Earl Boyles “We are the World” map with highlighted student languages and a David Douglas High School “We Are United” map with markers on student’s birth countries. She asked the members to bring any highlights from the buildings.

Approval of March Minutes – Ms. Castillo moved approval of the March Minutes, seconded by Mr. Goncharuk. The motion carried a vote of 13-0. Mr. Cetz said there were some issues around the Educational Equity Policy that were discussed in his group but not added to the strength/limitations board. Ms. Ayala moved to amend the minutes to include under limitations; Lack of mechanism to access resources by students and others, seconded by Mr. Riggs. The motion carried in a vote of 13-0.

Review of Sub Committee Functioning Structures – Ms. Devlin gave a reminder that last month the Common Agreements and Committee Norms were discussed and were agreed upon with knowing they could be changed at any time. All members agreed and were comfortable with moving forward.

Building Our Background Knowledge – To help build everyone’s background knowledge, Ms. Devlin provided a handout of District Demographics which includes a 10 year snap shot of enrollment, racial/ethnic background, free and reduced lunch count, and ESL count. She also provided information from our District Staffing report. Ms. del Rocio said if there was any data that would be helpful to members, to please let us know.

Ms. Sherman made reference to the visual representation of flags at Mill Park Elementary and stated that the Native American flag was not represented. She also does not see that Native Americans are being represented on the Committee. Ms. del Rocio remarked that all communities of color were considered and Naya did not have a staff person available to join the Committee at this time. There was a discussion of these two issues and it was concluded that the flag issue would be addressed and remedied and there will be follow-up communication to Naya about a representative joining the Equity Committee. Ms. Devlin facilitates the Native American Parent Advisory group and will also reach out to them for possible participants and where to locate a flag. Additional requests were made to see other groups represented in our Committee membership such as; LGBTQ, Somali, and Nepal. Mr. Riggs stated that people see equity through their own focus and everyone is here to see something equitable. He

recommended our Committee membership to have a cap at some point and for under-represented groups, we could aspire to represent and communicate with all stakeholders. Ms. del Rocio feels there needs to be more work done on outreach and representation from the communities not represented. We need to support outreach efforts, think creatively to close the gaps, and be committed to each other in this group effort.

School Board Educational Equity Policy – Ms. Devlin lead a follow up activity to the strengths and limitations on the current policy to get more specific feedback. Each paragraph of the policy was broken down and the members were allowed to place post-it notes on each one with their concerns, thoughts, and suggestions. (see attached)

Role of Sub Committee + Process HOPES from Ticket Out the Door –

Ms. Devlin lead an activity using Committee member responses from their Ticket out the Door from the March 22nd meeting to determine what the current Committee members hope to work on. The following table is a result of the activity.

Role of Sub Committee + Process HOPES from Ticket out the Door		
Bring Information	Provide Recommendations	Policy Focused
Get out to the schools and get opinions back	High school graduation rates: ELL's, SPED and boys	Racial justice
Identifying why disparities exists plus solutions	Identifying why disparities exists plus solutions	Good policy that brings life to our community
Decrease dropout rates of minority students	Decrease dropout rates of minority students	Cultural competency form the top down
Teacher Training	Teacher Training	
Directed items to be raised to the school board	Directed items to be raised to the school board	

Ms. Stephens said she is unclear of what the charge is of this Committee and what we are putting our money and resources behind. Mr. Richardson stated that these first two meetings have been a starting point to determine what issues to focus on and what direction the team wants to take. The agenda can be planned according to the focus of the meeting. Ms. del Rocio suggested being responsive to what's happening and addressing long term and practiced traditions. We need to look at discipline, culture and a racial justice policy. Mr. Riggs stated we are looking at the educational policy and suggested not clouding this policy but we could have another policy. Mr. Rahman suggested to change some of the language on the educational policy.

Calendar Schedule of Meetings – Ms. Devlin provided a calendar of future Equity Committee meetings for the 2018-19 school year. She provided the remaining dates of the 2017-18 dates which are May 24th, June 21st, July 26th, and August 23rd. Ms. del Rocio suggested to have a summer retreat meeting.

Ms. Stephens requested the process to expand the Committee membership table.

Ms. del Rocio requested an outreach effort and follow-up. She would like the facilitation of the meeting to rotate.

Mr. Riggs suggested to add the following to the May Board meeting agenda: Discussion of the Equity Committee being a long term permanent Committee / Committee assignments appointed by the Board Chair. He stated that the same three Board members might not be chosen as Equity Committee members for the next school year.

Plan Agenda for May Meeting -

- Review of post it notes placed on the Educational Equity Policy
- Circle back to current Educational Equity Policy / Gather feedback and determine next steps
- Outreach
- Building background knowledge

Ms. Devlin provided the following homework task: If members see an impactful strategy making a positive impact while out in the buildings and community, please bring back to be included in the circle question for the next meeting.

Adjournment

Approved: 5/24/18