

**Meeting of the School Board Equity Committee**  
**David Douglas School District No. 40**  
**May 24, 2018**

A School Board Equity Committee meeting was held on Thursday, May 24, 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; Ken Richardson, Superintendent; Kelly Devlin, Director of ESL & Equity; Muhamed Rahman, Teacher; Francesca Aultman, Teacher, LaShawanta Spears, Vice Principal; Rolando Florez, Assistant Principal, Etema Banks, African American Student Liaison; Nicole Ayala, Counselor; Adriana Govea, Parent; Silke Akerson, Parent; Josue Pena Juarez, IRCO; Darrell Wade, BUILD Parent Organizer; David Goncharuk, Student; Luis Santos Marquez, Interpreter; and Laurie Brunelle, Board Secretary.

**Welcome / Introductions** – Superintendent Mr. Richardson thanked everyone for being here knowing that their time is valuable. Ms. Devlin shared pictures of Multicultural events that have taken place throughout the District. Members introduced themselves, stated their David Douglas connection or community organization and stated what their family / culture celebrates and why they look forward to this.

**Approval of April Minutes** – Mr. Riggs moved approval of the April Minutes, seconded by Mr. Rahman. The motion carried in a vote of 15-0.

**School Board Educational Equity Policy** – Members of the Committee were provided a document that gave them the opportunity to review their post-it notes that were attached to the Educational Equity Policy from the April meeting. These were broken down into the following three categories: strengths, I don't know what this means / educational language might need more clarity, and change / revise or add. Mr. Riggs added that the Committee has a lot of points they are sharing that are not educational equity points but are racial equity points, and a future discussion could be of the comments and concerns fitting better in a separate Racial Equity Policy. Ms. del Rocio clarified we are talking about educational equity verses the broader issue of racial equity. A racial equity policy could be broader to include other aspects that are culture related.

The Committee broke up into three groups to have a discussion around the gathered feedback vs current policy and to determine the next steps. Each group shared what was discussed. The first group shared they discussed *budgetary limitations* which has language that suggests racial equity only if we could afford it. They would like to see a mandate around the budget committee composition and outreach/information spreading to parents and communities about the decisions. They would like to add additional protective classes such as religion, gender, and economic status and have consistency in language and comprehensiveness around protected classes. They would like to have equity training as a requirement with culturally responsive teaching practices. The second group shared they discussed *equitable access* being a strength

as an educational item. In regards to the written post-it note of *curriculum that reflects ethnicities, cultures, and faces of our student body*, this could be something the Committee members could take a look at, do a study, and bring back to the Board. Under *racial equity analysis*, it states the District shall review existing policies but does not give a timeline. *Workforce equity* was discussed in regards to what it takes to be a teacher, and the idea behind taking the money that is meant to recruit teachers elsewhere and use it to create grants and scholarships for people who are already here in our community. The third group suggested to move the *welcoming school environments* paragraph to earlier in the policy. Under the *partnerships* section remove the words “when possible and applicable” and include students. Partnerships need defining such as what criteria are we using to vet a community partner and what are the protocols for working with a partnership. The term *multiple pathways* should be changed to multiple opportunities. Under *recognizing diversity*, the budgetary considerations should be taken out. More inclusive language should be added such as religion and people of all abilities. Ms. del Rocio requested Policy AC – Nondiscrimination be sent to Committee members.

**Committee Membership Outreach** – Inviting additional members vs. current members gathering input from stakeholders. Previously it was discussed that we don’t have everyone at the table who needs to be at the table and to make sure membership is not just teachers and staff but will be more parents and students. There needs to be more work done on the membership status to be more inclusive with families and community members. We have more people who want to join but how do we effectively get everyone involved who wants to be involved but keep it to a manageable size to still take action. It was suggested that anyone who has a passion and wants to be involved is good but find out what their passion is to make sure it fits. The Equity Committee has a specific racial equity focus. A process should be determined for recruitment of new members. E-mails of volunteers could be sent to Mr. Richardson or Ms. Devlin to bring back to the team for recommendation. It was suggested that current members could meet with the new members to catch them up to speed. There was also a question of whether or not this Committee is aligned with what the District is doing separate to this such as District Team 50 and Equity Team 12.

**Building our Background Knowledge** - This agenda item was tabled until the next meeting. Mr. Riggs requested ORS 329.025 and ORS 336.067 to be sent to Committee members to help with building background knowledge. He stated that our policies are based on these statutes.

**Meeting Schedule** - The Summer meetings have been changed to June 7th, July 12th and August 9th. There was a proposal to have a retreat in the month of August.

**Agenda Items for June Meeting**

- Revisit Educational Equity Policy
- Building Background Knowledge

Approved: 6/7/18