

**Meeting of the School Board Equity Committee  
David Douglas School District No. 40  
September 27, 2018**

A School Board Equity Committee meeting was held on Thursday, September 27, 2018 at 4:30pm 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; Muhammad Rahman, Teacher; Francesca Aultman, Teacher; Rolando Florez, Assistant Principal, Etema Banks, African American Student Liason; Adriana Govea, Parent; Jared Cetz, student, and Laurie Brunelle, Board Secretary.

**Welcome** – Ms. Devlin welcomed everyone to the meeting.

**Approval of Minutes** – Mr. Rahman moved approval of the August Minutes, seconded by Mr. Cetz. The motion approved in a vote of 10-0.

**School Board Member Appointment – Process and Update** - Ms. del Rocio reported to the Committee that she is resigning from the School Board next month. All three Board members on the Committee shared information on the appointment process. The basic requirements to apply is to be a registered voter, live in our District for a year, not be employed by the District, and is willing to run in the May 2019 election. 14 applications were received to fill one seat. The applicants had a chance to attend a Board workshop to gather information and ask questions of the Board. In the September 13th Board meeting all applicants had an opportunity to give a five minute presentation where Board members were able to ask them questions. The following two questions were asked of every candidate: What is your definition of racial equity, and what lived experiences do you bring to the work of advancing racial equity in public education. The voting process will occur at tonight's Board meeting beginning with a nomination from the Board members. If a Board member nominates someone, they will have to vote for them in the first round.

Ms. del Rocio opened up a discussion of what the Committee would like to see out of this evening's decision and what they want our leadership to look like. She shared that three candidates were people of color and one withdrew and advocated for a candidate of color. Through Committee discussion it was determined they would like the appointee to be a person of color to reflect the community we serve, be highly competent and experienced professionally, have a strong grasp of Oregon and East Portland, and be able to empathize with our community members and serve their interests. In the future they would like to see a youth or student in the position of Board member. Ms. del Rocio discussed the importance of having a parity between the skill set and experience she brings with the new appointee, and would like to see someone who is willing to learn and practice racial equity and racial justice. Mr. Riggs suggested the Racial Equity Committee could be involved in finding or assisting candidates for the election.

There was some discussion on who would be the next Board member on the Equity Committee. Ms. del Rocio stated the Equity Committee could formally request a person of color to continue stewarding the work she has already started. Mr. Riggs stated there is no guarantee a person of color will serve on this Committee. The final Board Committee list will be distributed in November.

**Equity Webpage** – Ms. del Rocio introduced the new School Board Racial Equity Committee website page that was handed out to all members. The document includes the purpose, mission, membership, future meeting dates, and approved minutes. Everyone had a chance to review and make suggestions. A suggestion to add the word “honored” to the Committee’s Mission was made, which will now read; to ensure that every student in our district feels welcome, safe, valued, and has an honored identity in our schools. Other suggestions were to add links to district information such as student and teacher demographics and graduation rates. Childcare and food will not be publicized on the website as this is only available for members to make sure we are not creating any barriers. There is no formal agreement on membership at this time. The Committee discussed coming up with a protocol and expectations in regards to adding new members. It was suggested to add this to the future agenda.

**School Board Educational Equity Policy** – Ms. del Rocio reported that at the last meeting we did some productive work around looking at racial equity policies from other districts. She had committed to coming back with a sample policy based on the feedback she heard. She apologized for not being able to do this and stated she would like to honor the new person who may have valuable information to add to the conversation. When the Committee gets the new appointee, she will sit down with them and give as much data transfer as possible to make sure they have a thorough understanding of what we are requesting, our shared values, why racial equity is important, and being conscientious of who’s at this table and why. She stated it makes sense to slow down and see what happens with the Superintendent’s Family Engagement Advisory Committee because there could be places to work together. Ms. del Rocio asked for 2-3 members to help draft the policy.

**Family and Community Partnership Specialist Position** – Ms. Devlin gave an update on the Family and Community Partnership Specialist position. She reported we have been screening applicants and going through the process of looking at the minimum requirements and calling references. Tomorrow and Monday a committee will pull together and will hold the initial interviews.

**Superintendent’s Family Engagement Advisory** – Mr. Richardson reported that we will have our first Superintendent’s advisory in October. Instead of having a 10-15 person advisory, we are looking at putting together a series of open houses, advertising, and getting input from the community. We are trying to get the input up front that may lead to a 10-20 person advisory or to a series of on-going community events where we bring the community in to have conversations. Another plan is to go to buildings when they are having their advisory and leadership team meetings to listen and ask potential questions about family engagement. Ms. Stephens requested to do a world cafe question or inquiry to get parents talking to each other and will also provide information to the District.

Mr. Richardson shared that a parent survey was started last year and is built into the budget to do it again this year. We are bringing in an expert to help get parent feedback and surveying all of our students to get their feedback. YouthTruth is the non-profit organization we are looking at to help us.

**Celebration** – Ms. Devlin stated it’s amazing what this committee has done since our first meeting in March. When you think about Equity and where it is today in any organization throughout our society, she is very proud of the conversations we are having and will continue

to have. The celebration is in knowing our community has three Board members who are dedicated to our community and to explicitly celebrate what Ms. del Rocio has brought to the table with her leadership. Mr. Richardson thanked all the Board members for their time, leadership, and direction, and he extended this to the Committee. The time, commitment, and passion for our students and community does not go unnoticed. He gave a special thank you to Ms. del Rocio for her voice, passion, confidence, and willingness to be here. Ms. del Rocio said we have accomplished a lot and it is all important. She expressed her gratitude and thanked everyone for their commitment to being here. Ms. Govea also thanked Ms. del Rocio. Cupcakes and donuts were shared with the group.

**Meeting Schedule** – The next Committee meeting is scheduled for October 25th. The future dates for the 2018-19 school year are listed on the Equity webpage document.

**Future Agenda Items**

Equity Policy

Membership Process

Student Panel with questions for the Committee

To Include Teachers of Color on a Panel

Ms. Govea asked why the District does not have prom for special needs students. Mr. Richardson stated that all students are welcome at the prom but we do have a prom for our special programs that we house in different areas. He said he would follow-up and requested Ms. Govea to connect him with the parents of these students to have the conversation.

**Committee Photo** – A photo was taken of the Committee members to be added to the Racial Equity Committee District website.

**Closing**

**Approved: 11/29/18**