

Meeting of the School Board Equity Committee
David Douglas School District No. 40
May 9, 2019

A School Board Equity Committee meeting was held on Thursday, May 9, 2019 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: Stephanie D. Stephens, Board Member; Ken Richardson, Superintendent; Kelly Devlin, Director of ESL & Equity; Muhammad Rahman, Teacher; Francesca Aultman, Teacher; Taye Spears, Vice Principal; Etema Banks, African American Student Liaison; Josue Pena Juarez, IRCO; Adriana Govea, parent Jared Cetz, student, and Laurie Brunelle, Board Secretary.

Approval of April Minutes – Ms. Aultman moved approval for the April Board minutes, seconded by Mr. Pena Juarez. The motion approved in a vote of 10-0.

Revised Draft of Policy – The Committee discussed the comments that were entered on the Google Doc of the Draft Equity Policy and gave additional feedback. The following items were discussed.

- The document is significantly more general than what we've discussed in the Equity meetings.
- The Board sets overarching policy and strategic direction. The Administrative Rules are set at the Cabinet level.
- An annual plan can be requested and co-created with the Equity Committee.
- We currently have Equity Teams in most of our buildings – Could there be language there to say each building will continue working and providing professional development for staff for our Equity Team?
- Would it be better to divide up the two sections, Quality of Education and Safety and Dignity in Schools, each with its own bullet points? Committee decided to keep it the way it is because many bullet points could fall into both categories.
- In the last paragraph separate from bullet points where it states, including an action plan with clear accountability and metrics. Could the Equity Committee come up with an outline of examples? Also, what does it mean by District Team in this paragraph?
- The title of the Policy should be "Racial Equity Policy."
- Nowhere in this policy is calling out subjective vs objective. Does it live in policy or our Code of Conduct?

Policy Bullets:

- Bullet 1 – Recruiting workforce: How to say "racially conscious" more clearly.
 - Change to "racially diverse" and include "certified" to the list.
- Bullet 2 – Model Racial Equity in business practices: This needs to be more specific and expanded. See City of Portland example <https://www.portlandoregon.gov/citycode/article/63475>
- Bullet 5 – Develop the personal, professional and organizational skills: add more specificity on how to do this. Use language around professional development.
 - Add – "through ongoing professional development and support resources" after presence of racism.
- Bullet 11 – Eliminate practices of identification: the word "eliminate shouldn't be there."
 - Suggest replace with something equitable.
 - If we're eliminating we need to replace the practices with new actions/language.
 - Include parent responsibilities partnership.
 - More about measuring and using culturally responsive tools.
 - Barriers leading to over or under representing – over in intervention and under in enrichment.
 - Change to "Use an equity lens and culturally responsive practices to identify barriers leading to the over representation of any particular student group in interventions or under representation of any particular student group in enrichment programs."
- Bullet 12 – Eliminate disproportionality in the discipline practices:
 - Use an equity lens.
 - Goal is to eliminate disproportionality.
 - Use restorative practices for all student groups.
 - Two things being addressed - does disproportionality exist in who is getting referrals or the consequences they receive?
 - Standardized restorative practice should read "growth practice."
 - Change to "Eliminate discipline practices that target particular student groups, focusing on replacing disproportionately skewed discipline models with district-wide standardized restorative growth practices.
 - "By 2022" should not be in the policy, this is more procedural.

Discussion on Resolution Language

- Who writes the resolution, Committee or School Board? It could be either.
- The link from the City of Portland above has a resolution before their policy to see an example. This resolution will be a starting point for the Committee's draft resolution language.
- Important statistics to include: behavior, racially diverse workforce, disparities, graduation rates, discipline, tag, special education, and money invested in equity type things.
- Ms. Devlin will send out a draft resolution for comments from the Committee members.

Meeting Schedule

Next scheduled meeting is May 23rd.

Future Agenda Items

New Draft Policy:

Includes New Resolution Language and Updated Draft Policy

Approved: 5/23/19