

Meeting of the School Board Racial Equity Committee
David Douglas School District No. 40
May 23, 2019

A School Board Racial Equity Committee meeting was held on Thursday, May 23, 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: Kyle Riggs, 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; Taye Spears, Vice Principal; Adriana Govea, parent; Silke Akerson, parent, and Laurie Brunelle, Board Secretary.

Approval of May 9th Minutes – Mr. Riggs moved approval of the May 9th Racial Equity Committee Minutes, seconded by Ms. Akerson. The motion approved in a vote of 10-0.

New Draft Policy:

Includes New Resolution Language and Updated Draft Racial Equity Policy – Ms. Devlin provided an updated draft policy along with a draft Resolution for the Committee to discuss and provide feedback.

- The resolution was drafted using the City of Portland’s sample as a starting base. Ms. Devlin added the Committee’s suggestions from the previous meeting and pulled information from previous proclamations passed by the School Board this year.

First Section of Policy - District Commitment

- Bullet 1
 - Changed to: Narrowing the gaps between the highest and lowest achieving students by increasing opportunities for all students while focusing on raising the achievement of our lowest performing students.
- Bullet 2
 - Students of color - needs more specificity.
 - Place an “ie” after students of color to list specific group.
 - Doesn’t need to be in policy itself, could be in resolution or action plan.
 - Reference the most recent Tiered Fidelity Inventory in action plan.
 - Come back to this one and shore it up – highlight students of color and address in a “whereas.”
- Bullet 3
 - Changed to: Ensure all students graduate from the David Douglas School District ready to succeed in a racially and culturally diverse local, national, and global community.
- Bullet 4 – This bullet is an addition to the policy.
 - Increase staff of color so that district staff more accurately reflect the student population.

Second Section of Policy – Focus Areas: Quality of Education and Safety and Dignity in Schools

- Bullet 1
 - Changed to: Recruit, employ, support, retain, and continuously develop a workforce that is racially diverse and culturally responsive in all employee groups (e.g. administrative, certified, and classified personnel).
- Bullet 2
 - Move this bullet “Model racial equity in business practices” to the last bullet on the policy.
- The new Bullet 2
 - Changed to: Develop, analyze and utilize accountability systems and metrics focused on racially equitable outcomes (e.g. Tiered Fidelity Inventory, School Wide Information System).
- Bullet 3
 - Changed to: Invite representatives of historically underserved populations to join in examining issues and finding adaptive solutions which address the root causes of inequities.
- Bullet 4
 - Changed to: Develop the personal, professional, and organizational skills and knowledge of our employees to better enable them to recognize, interrupt, disrupt, and eliminate racism through ongoing professional development and support resources.
- Bullet 5
 - Changed to: We will consistently and intentionally involve families, students, and community members in all aspects of our educational community that bring multiple perspectives and views that work to solve issues that arise to drive systemic change.

Ms. Devlin provided a draft of the DDS D Pride Month Proclamation going before the Board on June 13th. The Committee will be able to add comments and give feedback on a shared Google Doc.

Meeting Schedule

Committee was requested to hold the following dates:

June 13th

July 11th

August 8th

Future Agenda Items

Continue draft Racial Equity Policy and Resolution

Approved: 6/13/19