

**Meeting of the School Board Equity Committee
David Douglas School District No. 40
June 13, 2019**

A School Board Equity Committee meeting was held on Thursday, June 13, 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; Rolando Florez, Assistant Principal; Etema Banks, African American Student Liaison; Jordyn Jenkins, Marketing and Leadership Development Manager, REAP; Adriana Govea, Parent, and Laurie Brunelle, Board Secretary.

Approval of May 23rd Minutes – Mr. Riggs moved approval of the May 23rd Minutes, seconded by Mr. Florez. The motion approved in a vote of 8-0.

Continue Draft Racial Equity Policy and Resolution – The Committee continued their discussion and gave feedback on the draft Policy and Resolution.

Resolution

- The xxx's are holding points to enter data.
- Whereas 1, 2, & 5 - What terminology to use for "students of color"?
 - Use "staff of color or students of color," this is a universally known statement.
- Whereas 2
 - Remove non-white
- Whereas 5 – Articulate which specific marginalized student groups – students of color.
 - Any group of color who's rating is lower than the mean or lower than white students.
 - Important to recognize the disproportionality in the different groups.
- Whereas 6 – Discipline
 - This needs to be its own Whereas
 - Should this include specifics?
 - Opportunity to give the context of where we are.
 - Related to our response on Policy Section bullet # 11 which states: Eliminate discipline practices that target particular student groups, focusing on replacing disproportionately skewed discipline models with district-wide, standardized restorative growth practices.
- Whereas 7 – Remove from Resolution
 - The District is working toward eliminating the racial predictability and disproportionality on all aspects of the education.
- Whereas 9 – Remove from Resolution
 - David Douglas School Board joins other local school districts and educational stakeholders to undertake an initiative that focuses explicitly on institutional racism and targets efforts to achieve racial equity.
- Whereas 10
 - We can change this to cite our existing educational policy and the communication from the Superintendent/School Board about welcoming and safe schools.
 - Keep it as close as possible to what we are doing ourselves such as; with proclamations and resolutions.
- Whereas 11
 - Changed to – Education of and leadership by all District Staff is mandatory to achieve racial equity in our community; all District staff must work in collaboration with other stakeholders and racial equity experts within our educational community; and

Policy Section 1

- Bullet 2
 - "Students of color" – those populations could shift.
 - Policy should be to reduce the disproportionality in discipline.
 - Should be addressed in a Whereas.

Policy Section 2

- Bullet 3 and 5
 - OK to combine these two bullets, making sure to keep "invite representatives of historically underserved populations" and the word "root causes."

- **Bullet 4**
 - Changed to - Make culturally competent professional development and support resources a personal, professional, and organizational imperative/directive in order to recognize, engage, disrupt, and eliminate racism;
- **Bullet 6**
 - Changed to - Review current district policies, procedures, programs, and professional development through the use of racial equity analysis to ensure that racial equity exists; and
- **Bullet 7**
 - Changed to - Differentiating resources allocation as to provide every student with equitable access to a high quality curriculum, support, facilities, and other educational resources, including differentiating resource allocation;
- **Bullet 8**
 - Determining if the Committee would like to change it.

Meeting Schedule and Future Agenda Items

Continue Policy and Action Plan Ideas – Brainstorm on Google Doc

Approved: 9/26/19