

**Meeting of the School Board Equity Committee
David Douglas School District No. 40
October 24, 2019**

A School Board Equity Committee meeting was held on Thursday, October 24, 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: Donna Barber, Board Member; Sahar Muranovic, Board Member; Ken Richardson, Superintendent; Kelly Devlin, Director of ESL & Equity; Taye Spears, Vice Principal; Francesca Aultman, Teacher; Muhammad Rahman, Teacher; Etema Banks, African American Student Liaison; Adriana Govea, Parent; Jared Cetz, Student; Kyle Riggs, District Resident, and Laurie Brunelle, Board Secretary.

Equity Design Challenge Presentation – Black Student Union (BSU) and Construct Foundation

Erin Bray, Construct Foundation and BSU students: Nonso Agum, Donnay Baines, Edom Daniel, Jonathan Eyasu, Blessing Kigeme, Brookty Micael, Andrew Muange, Martha Solomon, Israel Timothy, Anu Timothy, Asiyo Ali.

- BSU students have partnered with the Construct Foundation to tackle one of the most complex issues facing schools today through a week-long immersive design challenge.
- Student designers will tackle the question: How might we improve the experience for students of color at David Douglas High School?
- Using the Human Center Design Process – design thinking.
- Design for equity is about positive change. How do we make things right and do it in a way that is optimistic?
- BSU student experiences:
 - Great experience - challenging, time consuming and frustrating but also fun and invaluable.
 - Hearing from peers, processing information and realizing others face the same issues.
 - Interview students - bringing in their experiences with our experiences, dissecting it and showing empathy. A lot of this information is traumatic.
- BSU student solution/concepts:
 - Provide more black studies and more teachers of color.
 - Provide multicultural center and cultural diversity class to educate people on different cultures and backgrounds.
 - De-escalation training for staff and security to make students feel safe. The idea is a training to address the problem of unwarranted policing.
 - Issues of budgeting and funding - where can we get the money for these trainings?
 - Need school budgeting for culture sensitive situations – creating a safer place for community.
 - Understanding students of color by putting staff and teachers in their shoes.
 - Career program to help guide students of color find what they want to do before they get to college.
- Following the presentation there was time for a question and answer session along with comments.

Racial Equity Policy – Ms. Devlin provided a copy of the Racial Equity Policy along with OSBA's feedback. She gave a brief explanation on the highlighted areas.

- Yellow highlighted area - grammar and suggestions.
- Blue highlighted area – question on whether or not to keep in the policy.
- Paragraph 1 – 4th bullet: Suggestion to use a reference to state law in regards to districts increasing diversity of its employees and prohibiting discrimination based on race.

Meeting Schedule

November 7th – 4:30pm

Future Agenda Items

Racial Equity Policy

- Discuss Highlighted Areas