

**Meeting of the School Board Racial Equity Committee
David Douglas School District No. 40
February 13, 2020**

A School Board Racial Equity Committee meeting was held on Thursday, February 13, 2020 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; Kyle Riggs, District Resident, and Laurie Brunelle, Board Secretary.

School Board Racial Equity Policy and Proclamation – January 2020 Approval

- The Racial Equity Policy ACB and DDSD Educational and Equity Resolution was approved by the Board at the January 9th Board meeting.
- The policy is located on the District Website under the Board Governance section.

Equity Lens Discussion

- The District uses the Oregon Department of Education Equity Lens.
- Does the Committee want to use a specific equity lens to guide them?
- The following equity lens samples were shared with the Committee on a Google drive.
 - North Clackamas Equity Lens
 - Beaverton School District Equity Lens
 - Chief Education Office Equity Lens Facilitation Tool
 - Education Investment Board Equity Lens
 - Portland Public School District Racial Equity and Social Justice Lens
 - Seattle Public Schools Racial Equity Analysis Tool
 - Multnomah County Office of Diversity and Equity: Social Determinants Framework
- Next steps: co-develop a racial equity lens.
 - Committee will need to recommend a racial equity lens tool.
 - Committee will review the equity lens samples.
 - Minor adjustments to make an equity lens into a racial equity lens.
 - Make it useable throughout the District.

Equity Plan Discussion

- Racial Equity Action Plan with clear accountability and metrics.
 - Frame out the next steps as to what is outlined in the policy.
 - When implemented make sure it's not defensive.
 - Growth mindset and training.
 - Some level of discomfort for everyone.
 - What do we do at the front to prepare people?
 - Have uniform restorative practice.
- Next steps:
 - Break into phases to give a starting point.
 - Consider how we connect to the Student Success Act plan.

Committee Member Discussion

- Board leadership gave guidelines of the actual makeup of the Committee focusing on people of color, certified and classified staff, administrators, students, parents, community members, and Board members.
 - What are the needs of the committee and what are the voices we need to have at the table?
 - How do we roll and change with the times?
 - Recruitment and term limits.
 - How do we connect this Committee with the staff of the Affinity Group?

Meeting Schedule

- Next meeting scheduled for March 12th

Future Agenda Items

- Racial Equity Lens
- Action Plan
- Committee Member Discussion