

## RACIAL EQUITY COMMITTEE NOTES

Regroup Meeting: School Board Racial Equity Committee  
Date: September 17, 2020  
Time: 4:30pm

Racial Equity Committee Members present were: Christine Larsen, Board Member; Ken Richardson, Superintendent; Kelly Devlin, Director of ESL & Equity; Rolando Florez, Assistant Principal; Taye Spears, Vice Principal; Francesca Aultman, Teacher; Aide Valerio-Juarez, Family and Community Partnership Coordinator; Etema Banks, African American Student Liaison; Anderson DuBoise, REAP Youth Direct Services Manager; Kyle Riggs, District Resident, and Laurie Brunelle, Board Secretary.

Mr. Richardson reported on the following incident at Ron Russell Middle School.

- During a virtual Open House meeting for families, an intruder logged on and proceeded to interrupt with racist slurs targeting our Black community.
- We are currently doing a forensics investigation.
- Communication went out immediately to address the incident within the Ron Russell community and we are drafting a communication to go out to the entire community.

Ms. Spears reported on the following.

- ODE approved a new policy with language written around All Students Belong to ensure all of our students of color are protected.
- Any wording or visuals that support hate are not allowed.
- Ms. Spears requested to allow the All Students Belong policy live in the work we will be taking on starting now and moving forward.

Ms. Devlin reported on the following.

- The 3rd annual Hispanic/Latinx Heritage Month Proclamation was read during the September Board Meeting.
- Last spring we were awarded a Portland Children's Levy Grant.
- We opened our first dual language Spanish Pre-K program at Lincoln Park Elementary.

**Committee Membership** – Discussion and thoughts around recruiting additional members.

- Reach out to high school leadership students. Peer endorsed selection process.
- Representation of a student-based Racial Committee.
- Have representation from each school.
- Reach out to parents and members of the community. Do they need interpretation?
- 2017 membership discussion before the first Committee meeting.
  - Keep the group at a size to honor people's voice.
  - Representation of different stakeholder groups.
  - Ensure a majority of the group is represented by stakeholders of color.
- If someone commits to be a member they need to have consistent attendance at the meetings.
- Be inclusive but avoid getting too huge.
- Have listening session and town hall meetings to invite stakeholders who cannot commit to monthly meetings.

**Racial Equity Policy** – Created by the Racial Equity Committee and approved by the School Board.

- There are specific follow-ups to this policy in regards to action plan and accountability.
- Does the Committee want to develop this?

**Board Resolution** – The Board passed this resolution that has to do with our interaction and relationship with law enforcement.

- Directs Superintendent/designee to develop a strategy and plan to eliminate racism within our school district.
- Does the Committee want to develop this or give direction?
- Would we want someone from our Restorative Practice Team work with us around eliminating bias and racism?

**Alignment and Coordination of our Collective Racial Equity Work**

- Assign a liaison from each district committee to report on the work they are doing to the other committees to help with alignment.
- Connecting the work and using our strengths together.
- Use a Venn diagram / Ikigai. Is there too much overlap? What do we do well and what do we need?

**Future Meetings**

- Thursday early evenings.

**Next Agenda Items:**

Make decisions on expanding our committee membership.

Follow-up on what needs to be done with the intent of bringing it to the School Board.