

**Meeting of the School Board Racial Equity Committee
David Douglas School District No. 40
October 29, 2020**

A Virtual School Board Racial Equity Committee meeting was held on Thursday, October 29, 2020 at 4:00pm.

Racial Equity Committee Members present were: Christine Larsen, Board Member; Donna Barber, Board Member; Kelly Devlin, Director of ESL & Equity; Rolando Florez, Assistant Principal; Taye Spears, Vice Principal; Francesca Aultman, Teacher; Muhammad Rahman, Teacher; Anderson DuBoise, REAP Youth Direct Services Manager; Kyle Riggs, District Resident; Adriana Govea, parent; Aide Valerio-Juarez, Family and Community Partnership Coordinator and Laurie Brunelle, Board Secretary.

Welcome

Equity Shout-outs

- Native American Heritage Month begins in November.
- DDSD Strategic Planning Process has begun.
 - One Community at Large meeting was held.
 - Two Steering Committee meetings were held.
 - Eight focus groups meetings were held.
 - The online survey is open to the community.
- Building Anti-Racist White Educators (BARWE) gatherings began this week.
- David Douglas High School hosted its first Equity Coffee Hour.
- The Staff of Color presented at the Northwest Social Justice Conference.
- CODE members did a book study on Pushout.

State Board of Education – All Students Belong Rule

Ms. Spears provided a summary on the new policy:

- School Districts are required to adopt and implement policies and procedures prohibiting hate symbols such as the swastika, the noose and the confederate flag to be displayed in any school-sponsored activities except where used in teaching curriculum that is aligned with the Oregon State Standards.
- The District will need to ensure that our teachers have the language around this and are following the policy.
- Ms. Devlin stated the Committee will need to circle back to see what's being done with the policy and if any follow-up is needed.

Committee Membership Determinations - Ms. Devlin provided a Racial Equity Committee membership structure, which was established and outlined by Board Leadership in 2018.

- The committee will consist of a representation of stakeholder groups.
 - School Board, families, students, community organizations, teachers, administration, and classified.Historically the Superintendent's office only provided support.
- The committee will not be exclusive participation of School Board Members.
- Targeted invites to individuals of color. Consistency in membership.
- Stakeholder groups are given a specific number of votes.
- Members of the Cabinet and those involved with students and community organizations were free to offer an invite.

Ms. Devlin announced that we have open spots to fill and brought up the following questions.

- Who decides on the invitee?
- What happens if an individual wants to join the committee?
- Do we need to outline participation expectations?
- How long does a member participate?

The Committee members made the following suggestions regarding invitations.

- Any member of the committee can invite others using their resources and network.
- Determine criteria for members.
- BIPOC/BARWE/Affinity Groups: Invite a person from each of these groups to link back to get input.
- Reach out to 7th and 8th graders.
- Invite student members from BSU, LSU, ASB, GSA, REAP, and Fir Ridge.

Ms. Devlin requested the Committee to send insights and feedback on who to recommend to fill the open slots by Monday morning.

Timeline and Steps for Equity Plan – The task of creating and developing an Equity Plan to bring forward to the School Board for consideration.

- Refer back to the Equity policy that was adopted by the School Board.
- Suggestions:
 - Use smaller work group to do leg work and bring back to the Committee for feedback.
 - Carve out whole days or chunk out time on the weekend.
 - Use a living document everyone could tend to and edit.
- Impacts of where the Equity Plan is going: Timeline, Strategic Plan, and Staff of Color.
 - Equity and diversity is a theme that is coming out strong in the Strategic Planning process.
 - The Staff of Color group is working on freedom dreams they are trying to communicate.
- Determine specific deadlines for having the plan completed.
 - April Board meeting: 1st draft
 - May Board meeting: final draft
 - June Board meeting: Board adoption
- Divide the policy into four sections.
- Ms. Devlin shared sample plans.
 - Fairfield City Schools
 - PPS Equity Plan
 - PPS Racial Equity Social Justice Plan
- Come up with goals, themes, and pillars.
- Take a look at the policy and categorize and sort policy items.
- Determine if we are doing a 1-year, 3-year or 5-year Equity Plan.
- The District needs an equity lens for making decisions. This needs to be a priority as a starting place.
- Ms. Devlin provided a folder of Equity Lens samples.

Meeting Dates

The committee discussed future meetings – Thursdays work along with some Fridays.

- Next meeting date: November 6th.

Future Agenda

- Themes and format of the plan.
- Bring in other components in regards to other working groups.
- What are our next steps for the Equity Lens?