

**DAVID DOUGLAS SCHOOL DISTRICT PROCLAMATION:  
PROCLAIMING THE MONTHLONG CELEBRATION OF  
BLACK HISTORY MONTH  
IN FEBRUARY**

**WHEREAS**, in 1915, Dr. Carter Godwin Woodson, noted Black scholar and son of former slaves, founded the Association for the Study of African American Life and History and initiated Black History Week on February 12, 1926; and

**WHEREAS**, during Black History Month, we celebrate the many achievements and contributions made by Black Americans to Oregon and the United States' economic, cultural, spiritual, and political development; and

**WHEREAS**, Black History Month is a time for all Americans to remember the stories, teachings, suffering, struggles, and strength of African Americans who gave a voice to the daily struggles for freedom, equality, diversity, equity, and inclusion; and

**WHEREAS**, 11.9 percent of enrolled students are Black American, and this population increased 2.0 percentage points over the past 10 years;

**WHEREAS**, 2.25 percent of the David Douglas School District workforce has self-identified as Black American and this population has increased 1.16 percentage points over the past 10 years; and

**WHEREAS**, 79.76 percent of Black American students in the 2018-2019 high school four-year cohort graduated, a lower percentage than the all student cohort average percentage of 80.03; and

**WHEREAS**, we cannot ignore nor erase the consequences of our country's long and unfortunate history of violence, of discrimination, and of deprivation of the African Americans –but we can commit to working together in sharing in the rich culture of this community for a bright future; and

**WHEREAS**, because of their determination, hard work, intelligence and perseverance, Black Americans have made valuable and lasting contributions to Portland, the state of Oregon, and the United States, achieving exceptional success in all aspects of society, including business, education, politics, science, and the arts; and

**WHEREAS**, the District collaborates and partners with community-based organizations to further its efforts of forming strong relationships in a culturally appropriate way and to provide feedback and guidance to district leaders on improving outcomes and providing opportunities for Black American, first and second generation African, and multiracial youth in the District; and

**WHEREAS**, the David Douglas School District Strategic Hiring Plan outlines a goal to increase staff of color by 10% by 2020 so that district staff more accurately reflect the student population and district leadership has prioritized representation of the David Douglas district community in leadership positions, both employee and board.

**WHEREAS**, the Black Student Union, My Brother's Keeper, and other student led groups organize and promote Black student success and culture; and

**WHEREAS**, the David Douglas School District has an adopted equity policy that states our commitment to closing the achievement gap for Black American students and creating an educational environment where all students can benefit equally from the educational programs offered; and

**WHEREAS**, the District is working towards eliminating the racial predictability and disproportionality on all aspects of education and has recently established a Racial Equity Committee; and

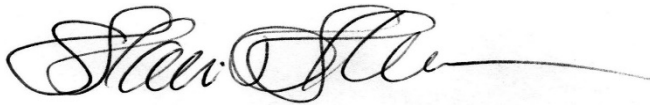
**WHEREAS**, during Black History Month, we focus on the crucial role of education in the history of Black Americans; and

**NOW, THEREFORE**, I, Stephanie D. Stephens, Vice Chair of the David Douglas School Board of Directors, do hereby proclaim February 1st through February 29th, 2020 to be

**BLACK HISTORY MONTH**  
in the David Douglas School District.

**BE IT FURTHER RESOLVED** that the David Douglas School Board of Directors strongly encourages our staff and community to observe, recognize, and celebrate the culture, heritage, and contributions of Black Americans to our country, our state, our cities, and our schools.

Signed:

A handwritten signature in black ink, appearing to read 'Steph D. Stephens', with a long horizontal flourish extending to the right.

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Chair, David Douglas School District Board