

**Meeting of the School Board Racial Equity Committee
David Douglas School District No. 40
November 18, 2020**

A Virtual School Board Racial Equity Committee meeting was held on Wednesday, November 18, 2020 at 4:00pm.

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

Welcome

Sharing Information

- Ms. Spears, Vice Principal of Alice Ott Middle School was awarded Oregon Assistant Principal of the year, which qualifies her for National Assistant Principal of the Year award.
- COSA is working with REAP and Non-Profit organizations to create a statewide equity team to review equity documents and policies across the state. A summit is planned for December 10th.
- The Staff of Color will present at the December 10th Board meeting.

Equity Plan: Continue Work on Structure of the Plan – The Committee continued their work on the Commitments Table.

- Draft equity plan's four commitments.
 - Student Achievement.
 - Student Discipline.
 - System Accountability.
 - Workforce Policies.
- Added additional timelines up to five years.
- Prioritize what should be done for each year of the plan.
- The 13 focus areas of the Racial Equity Policy were placed under their corresponding commitment.
- Added notations with regards to other work that's happening in the District.
 - Staff of Color's three Freedom Dreams.
 - Strategic Hiring Plan.
 - Restorative Practices Grant.
- The following strategies were added under each commitment area.
 - Student Achievement: Narrow gaps between lowest and highest students.
 - Student Discipline: Eliminate disproportionality of discipline.
 - System Accountability: Equitable graduation rates.
 - Workforce Policies: Increase percentage of staff of color.
- Suggestion to separate into subcommittees to work on the action plan.
 - Take each of the 13 commitments and put into the plan with the following five headers.
 - **Who:** who would be in charge of the specific focus area?
 - **What:** determine the focus area.
 - **How:** how will this get done and is it current or future practice?
 - **By when:** provide a timeline.
 - **Accountability:** determine accountability measures.
- The committee determined they would divide into four groups to address the four commitment areas.

Equity Lens: Begin Discussion Based on Samples

- Feedback/suggestions.
 - Look at Multnomah County's Racial Lens work from 2014.
 - Choose out of the samples provided rather than make a new one.
 - Use questions from North Clackamas Equity Lens as a framework and then add to it.
 - North Clackamas is friendly and easy to read.
 - What kind of training comes with implementation?
 - Expectation of professional development to go along with it. What does this look like?
 - Put a development for a lens being used throughout the district and a process for use under one of the four commitment areas.
 - We need to think about all stakeholder groups in regards to training, which would include office staff and other operational departments.

- Develop a plan that is codified throughout our District. Use in onboarding new staff, training, and evaluation process of all staff.
- Elevate what North Clackamas has already learned in their process.
- Use our own professionals in the District to help provide us with professional development and training.
- The lens work will be developed into the next steps of the plan.
- Idea of an Equity Lens should be communicated with the Strategic Plan and Facilities Plan. Conversations of equity should be included in each of these plans.

Next Meeting Date and To Dos

- Committee membership: How to move forward with committee suggestions and invitations to add new members?
- Ms. Devlin will send a Google Form to choose priority groups.
- Ms. Devlin will make the North Clackamas Equity Lens into David Douglas style to pilot and use as a working draft.
- Ms. Devlin will send out a Doodle Poll for a meeting in January for a first reading of draft templates.