

# BSD Equitable Policies Task Force



## PARTNERSHIP

elevates multiple perspectives from historically underserved communities



## PEOPLE

reflect the diversity of our student body



## PLACE

is safe, inclusive and affirming for historically underserved students and their families



## POLICY

articulates a vision for equity



## PRACTICE

eliminates gaps in access, opportunity, and expectation

# BSD Student Members





- Your Role:

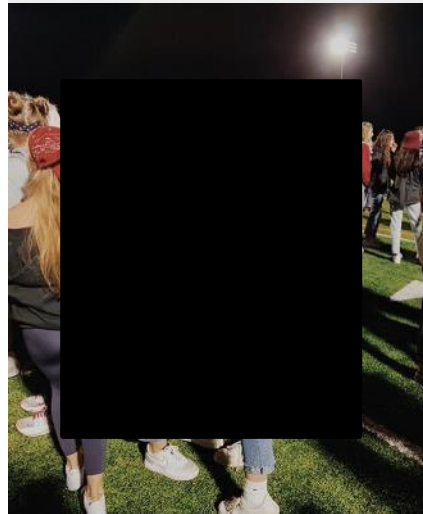
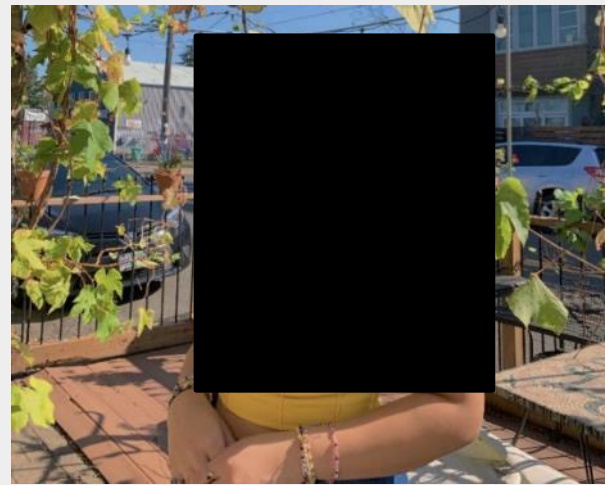
Mountainside High School Junior

- Your motivation:

As a half black, woman, growing up in BSD, I want to use my experiences to create change within BSD, so more students like me can have better experiences.

- Your hopes:

I want BSD to be more inclusive and supportive of all students. Student need to feel safe, and heard within our community.



[REDACTED] (she/her/hers)

- Your Role:

Student at Southridge High School

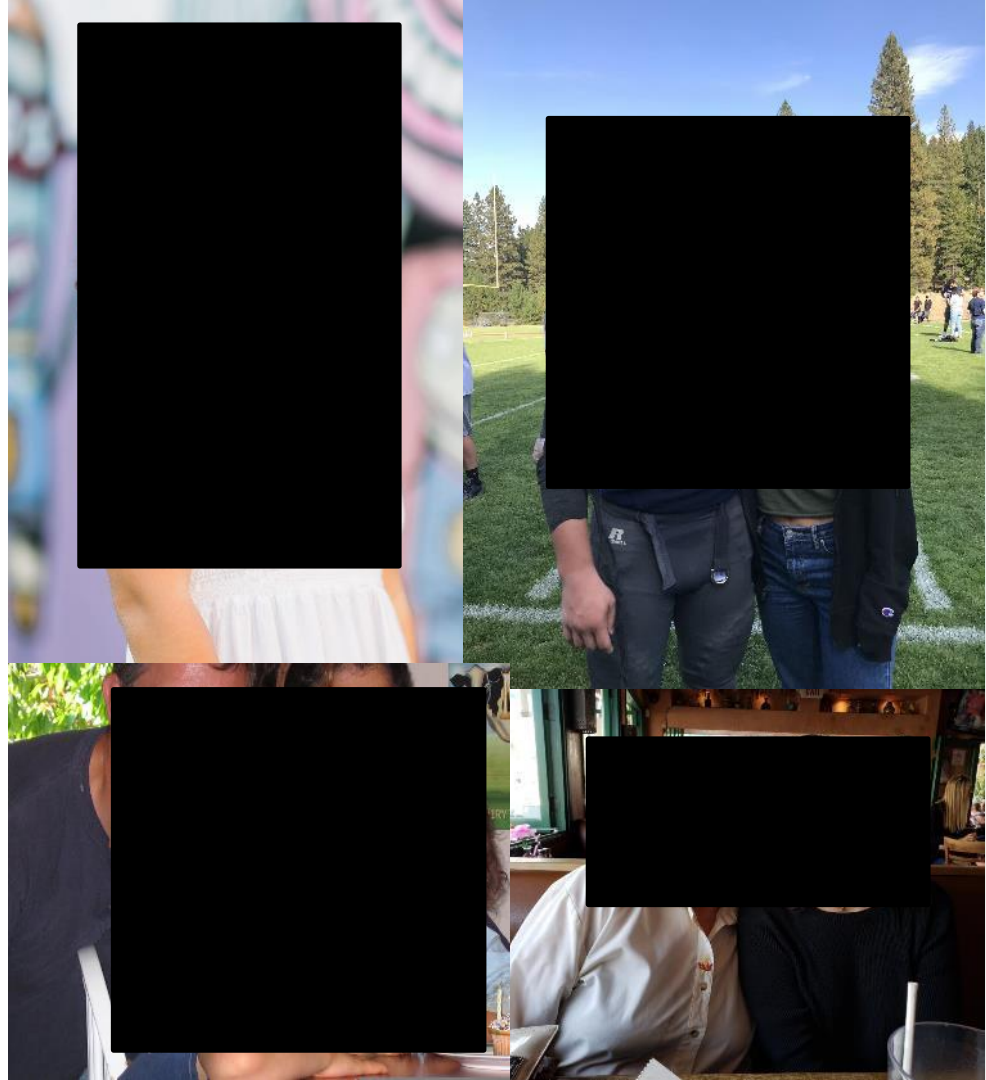
- Your motivation:

As a senior who will soon be exiting BSD, I want to use my experiences to help create concrete changes that will protect/support current and future students from going through the hurtful situations I have gone through.

I want to use my voice and my power to stand up for those who have been hurt--just as my family did for me when I needed it most. My parents and brother taught me to always stand up for myself and never allow others to take advantage of me. This work is how I manifest that. I'm also motivated by the legacy and strength of my Buita, and all the women in my family. They worked so hard for me to have the life I live, and I never want to take that for granted.

- Your hopes:

I hope that the immense effort people are giving will result in genuine change, and that the efforts won't be wasted.



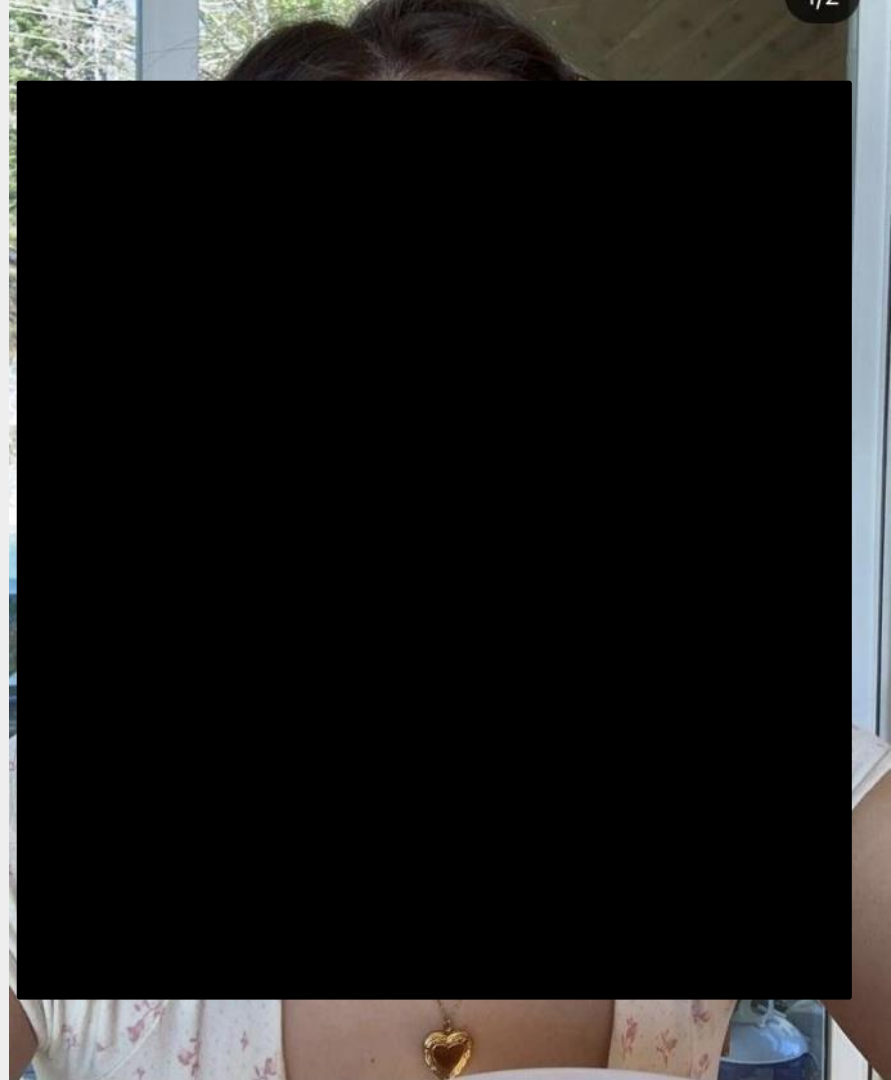


- Your Role:  
Southridge High School Sophomore
- Your motivation: I am motivated by the thought of creating a better future. The events that happened this summer have allowed me to realize that I too have a role in creating a fair and just society.
- Your hopes: I hope through that the work I do and will do will impact the lives of others positively. Growing up, I often did not advocate for myself and relied on others to do so. While I do hope to be someone who advocates for others, my biggest hope is to inspire others to begin advocating for themselves.





- Your Role:  
Mountainside High School Freshman
- Your motivation:  
As a child of immigrants parents, I've seen face to face the discrimination marginalized groups in the BSD have faced since I was young.
- Your hopes: I want all marginalized groups to feel that the BSD is a safe space for all voices to be heard. I want them to feel like they belong, and like people are genuinely listening to them. I also want to amplify diversity within schools amongst the district, and an outreach of job opportunities to BIPOC.



# BSD Family Members



# Tiffany Burton

- Your Role:
- Your motivation:
- Your hopes:

Picture



# Jona Davis

- Your Role:
- Your motivation:
- Your hopes:

Picture

# Doaa El Haggan

- Your Role: Parent of a senior & freshman in BSD. Construction Project Manager at BSD.
- Your motivation: I wear different hats: besides being a parent (12 yrs) & staff member (4 yrs) in BSD, I also volunteer in different capacities in community. I see potential of more change in the right direction and I believe I can bring several perspectives to the table.
- Your hopes: Our schools are more welcoming to all students of different backgrounds. Our kids/students have equitable learning experience. Our staff and community members learn more about the other, so some students do not feel a need to explain or hide their identities.



# Bruce Smith

- Your Role: Parent of 2 current BSD high school students.
- Your motivation: It is my disappointment regarding my sons' experiences in BSD that motivates me to participate in a group that is devoted to explicating the context of racism and discrimination within BSD and seeking paths forward to a more equitable and just BSD.
- Your hopes: Despite the many acts of racism that my sons have had to deal with I believe deeply in the promise of this town and the school district that serves its population. I want my sons, their peers, and future generations of BSD students from marginalized identity groups to go to schools that respect their identities and that are committed to their success.



# Josh Guerra

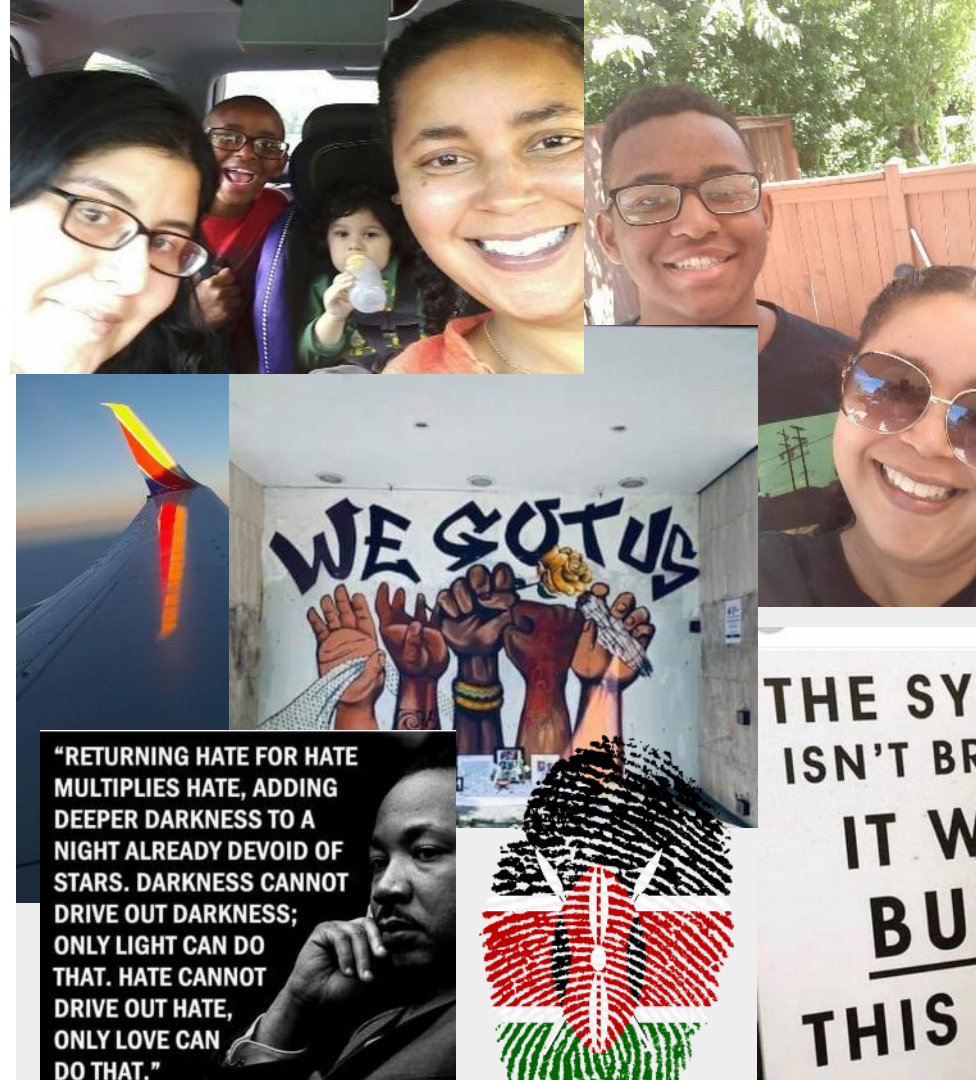
- Your Role: Parent of (3) young Children, Architect, and Code Nerd.
- Your motivation: I'm motivated by truth, pragmatism, personal responsibility, and the words of Dr. MLK Jr. I'm passionate about life-long learning and the important role of mentorship. I believe in working for equality of opportunity, not equality of outcome.
- Your hopes: I hope to bring balance to the discussion and challenge this group to be truly inclusive. There are hard-truths that must be discussed. In my opinion, diversity is not just about skin color or gender, but about ideas. We must avoid the temptation to push an ideology which can create more division in our community.





# Claire Mbugua

- Your Role: Community Member
- Your motivation: Create an equitable world through education and awareness.
- Your hopes: To create some lasting change within the district, the city, the region, the state, the nation and the world. To promote love, compassion and understanding of other perspectives to promote a harmonious existence for all. How will we use this blessed time to be living on this planet.



# BSD Community Members



# Itzel Chavez Gomez

- Your Role: College & Career Coordinator for the Chicas Program
- Your motivation: My motivation is social justice, creating more compassionate and empathetic human beings, dismantling all forms of oppression, and creating safe communities that foster holistic growth for youth. As my college mentor once said, “Your heart is the size of your fist-- Keep Loving, Keep Fighting.”
- Your hopes: My hope is that every youth in BSD will be able to carve out their own path to success with the support from their schools and the broader Beaverton Community. I hope that this taskforce can inspire change to happen in other areas of our educational system that desperately need to be transformed.



# Maxwell Olwa

- Your Role: Schools, Parents, And Students Engaged (SPACE) Program manager at CAIRO
- Your motivation: I am motivated by love for humanity believing that there is good and value in everyone.
- Your hopes: I hope to live in a beloved community, where everyone counts and justice runs down like water.





# BSD Educator Members



# Ahmed Al Zubidi

- Your Role:
- Your motivation:
- Your hopes:

Picture

# Rebecca Bair

- Your Role: Asst. Principal, Mountainside HS
- Your motivation: the thought that as an educator and a compassionate human being that I/we might be inadvertently creating barriers for students - the exact opposite of why I became an educator - terrifies me! I am motivated by a desire to see a system-level change that serves all students; never serving some to the detriment of others
- Your hopes: that this group will be a catalyst for reconsideration of our system in positive ways that we can imagine, but also in new ways that we have yet to imagine



# Taly Barajas

- Your Role: Human Resources - Applications Desk
- Your motivation: To prove people wrong. Success is the best revenge to those who told you that you can't accomplish something. I am driven to improve my community and myself in the face of those who doubt that our goals are possible.
- Your hopes: To serve my community and lift them up. To have my Latino community thrive. To build a safe and welcoming world for my biracial/bicultural baby girl. To improve the hiring process within BSD. To build and promote a more equitable BSD and have our hires reflect our students and community.



# Veronica Galvan

- Your Role: Principal, Stoller Middle School.
- Your motivation: My two children and the children we serve.
- Your hopes: To contribute to discussion and **actions** so as to changes our district's systems and inherent biases that continue to disenfranchise and push out our BIPOC students and staff.





# Lawrence Gillespie Jr.

- Your Role: Maintenance Services Supervisor
- Your motivation: I will never forget my high school counselor giving me the results of a career interest inventory. The three options it gave me were: funeral home worker, construction worker or mechanic. That was the end of the conversation. No encouragement, coaching, nothing. All the while, my white friends were preparing for college and being encouraged to apply for scholarships and to think big. The discrepancy with how I was treated vs my white friends was very apparent.
- Your hopes: I hope that through our collective knowledge, we can be part of the change needed to ensure all students in the BSD are provided the guidance, tools and information they need to be successful in life.



# Jim Hiller

- Your Role: Bonny Slope Assistant Principal
- Your motivation: I'm motivated by the students under my care as a teacher and as an administrator who deserve an educational system that recognizes their humanity and self-worth, and provides for them barrier-free access to a quality education.
- Your hopes: That BSD has policies that promote and ensure equity throughout all of its systems. That we move beyond admiring the problem into action. That we ensure when we say "All students can learn", all truly means all.

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# Laura Burger (she/her/hers)

- **Your Role:**

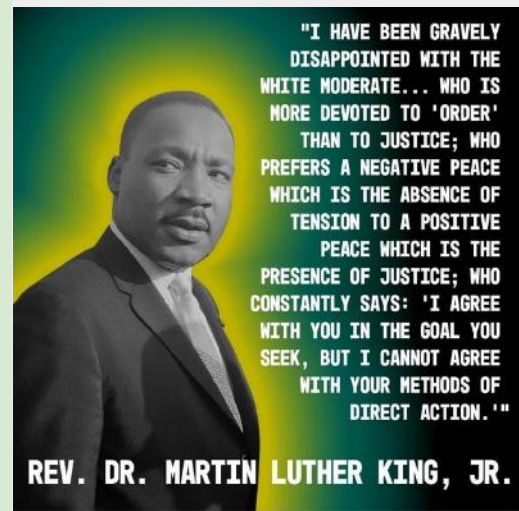
- Science Teacher at Stoller Middle School
- Grad student in Lewis and Clark Admin Program
- Life long learner

- **Your Motivation:**

All students deserve equitable access to school and it's resources. We are their advocates. It's our job as educators, parents and humans to reflect, grow and transform into capable adults that can provide this. I am humbled and grateful to be a part of this group and to be a part of these necessary conversations.

- **Your hopes:**

- Community focused and student centered
- Creation of more equitable practice and policy in the Beaverton School District
- Fruitful discourse, honest talk and grace in the process.
- Personal growth and deeper understanding





# Danica Jensen Weiner

- Your Role:
- Your motivation:
- Your hopes:

Picture

# Lauren Kovacic

- Your Role: High School Social Studies teacher at Aloha High School
- Your motivation: I am motivated by humanity as a whole. There is so much suffering that we could mitigate as a society with bold, courageous, changes. I am motivated by the many people who came before us, and dedicated themselves to progress. I am motivated by a vision of equity, kindness, peace, and joy.
- Your hopes: I hope to contribute to bold, meaningful, systemic change. I hope to communicate to the more affluent that they too benefit from equitable opportunities. I hope to help as many humans as possible.



# Becky Lee

- Your Role:
- Your motivation:
- Your hopes:

Picture

# Jason Lowery

- Your Role: Social Studies teacher at Sunset High School.
- Your motivation: Empowering all of our students by uplifting their voices, their stories, and their experiences.
- Your hopes: My hopes are that all of our students feel valued, respected, and confident in themselves and their abilities to make their lives and the lives of others better. To become agents of change that will push issues of social justice, kindness, dignity, and respect forward.

Picture

# Kayla Jo

**Your Role:** Learning Specialist (Resource/sped),  
Greenway Elementary (K-5)

**Your motivation: People.** Equity, social justice, kindness, love, freedom- all people deserve to live happily, be connected to one another, and have access to the plethora of existing resources and power in this world. The thing that I say to myself to always stay motivated is: **It doesn't have to be this way.** People actually don't have to suffer the way that they do, because we have the resources, knowledge, and power to do better.

**Your hopes:** That we can accomplish just that- that all people have equal access and opportunities to find joy and happiness. If systems can be built, they can surely be dismantled. If humans once lived communally and connected to the earth, we can do so again. It's all possible with a little effort and empathy from everyone!

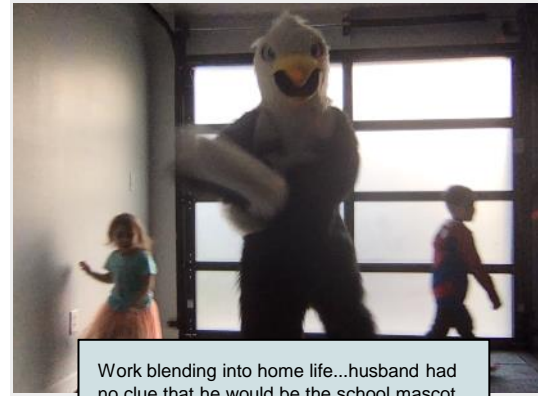


This is my dog, Roscoe, and I getting ready for a road trip (we love car rides)!

Roscoe is not a person but quite possibly the only thing I really care about!

# Autumn McConnell

- Your Role: Assistant Principal at Sexton Mountain Elementary (former teacher, intervention teacher and student success coach)
- Your motivation: Being a voice for our students, community and staff.
- Your hopes: My hope is that we can connect all our individual strengths and wisdom, to help create change for others, like others before have done for us. I also am hopeful that we will create actionable steps to support our BIPOC and other minority community members.



Work blending into home life...husband had no clue that he would be the school mascot



The year of covid has brought a new way of learning in our home. Our oldest started kindergarten and it has helped me understand that the struggle during CDL is real!



Grandma Honey - who adopted my mother and I. She was a force to be reckoned with and taught me to read.



# Gretchen Mollers

- Your Role: Outreach & Engagement  
TOSA, LGBTQ+ Staff & Student Support
- Your motivation: the students and families that I serve
- Your hopes: that we can center the stories and voices of our BIPOC students and families and build a new system of education





# David Nieslanik

- Your Role: Southridge High School Principal
- Your motivation: Our students deserve more from us. Our families deserve a school system to send their students that is responsive, safe, purposeful and truly inclusive.
- Your hopes: That our students will lead us into a better, bolder, braver future.





# Poornima Nunna

- Your Role:
- Your motivation:
- Your hopes:

Picture

# Jordan Peterson

- Your Role: School Counselor at McKinley Elementary
- Your motivation: Passion. Other people's passion and fire for anything really but mostly social justice. Student voice and like minded colleagues that want to achieve the same level of change as I do. My family and friends motivate me to be the best version of myself every day and ensure me that good trouble is worth it. also...does coffee count?
- Your hopes: My hope is that we can bring our forces together to create equitable change- something that we can see, hear and feel.



# Anna Phou

Your Role:

Technology Instructional Assistant at Fir Grove Elementary

Your motivation:

I want students feel (and actually be) safe in our schools. Staff too.

Your hopes:

That we eradicate all racism in Beaverton School District schools and buildings and free donuts for all students and staff



# Rebecca Ponce

- **Your Role:** School Psychologist at Mountainside H.S. / Spanish Evaluator for the district
- **Your motivation:** As the child of Mexican immigrant parents I saw firsthand how hard it was for my parents to navigate the complexities of a school system. Their culture, language and ethnicity made it so that they were not consistently considered an active participant of my education. Their experiences have motivated me to be an educator that disrupts the systems injustices by supporting our BIPOC family's and students.
- **Your hopes:** My hope is that we as a team can create a school system that is truly equitable, celebratory and inclusive of all students, staff and families. I want to continue the momentum of this team and look at additional ways that we can contribute and move forward in creating an ABAR district.

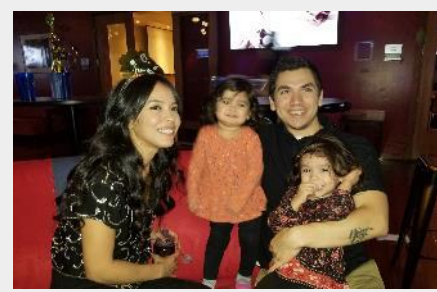




# Patty Rodrigues

- Your Role:  
Head Secretary at Barnes Elementary
- Your motivation:  
Fairness, Equity and Justice for ALL
- Your hopes:

I hope to arrive at community owned visions, commitment, solutions. Prioritizing the policies who disparities have affected the most, this would include strengthening policies that include communities of color. Reduce racial disparities with lenses that highlights multicultural communities' all-inclusive policies. Develop an implementable policies that are achievable among people of all races, ethnic backgrounds, mental or physical disabilities, incomes, and geographies/neighborhoods.



# Elizabeth (Liz) Rodriguez

- Your Role:
- Your motivation:
- Your hopes:

Picture

# Monique Singleton

- Your Role: Elementary Principal at Vose
- Your motivation: That my three biracial children and other BIPOC students, families and staff are valued, welcomed and provided opportunities to lead and support others with their valued voices and experiences.
- Your hopes: I want to ensure that all BIPOC staff, families and students are provided welcoming and safe environments to learn and work in BSD so they can be their best and true selves, in order for us all to create a better and more inclusive educational environment for all.



# Sarah (Sam) Warren

- Your Role: Highland Park Middle School, Technology Teacher
- Your motivation: Growing up in a school environment that it was not ok to be me (LGBTQ+) and living thru the changes that activism/systematic changes in the 90s (and are ongoing) have started for our LGBTQ+ students today, it is my hope that we can create a space for my biracial niece and BIPOC students to see similar support/opportunities/improvements.
- Your hopes: My hope is we can create a system that welcomes students, families, staff, and community, that celebrates our differences and includes the voices of all, especially our students. I hope that we do this humbly and with accountability that it





# Stephanie Yelder-Stovall

- Your Role: Special Education Teacher
- Your motivation: My motivation is making sure children thrive in their education and beyond.
- Your hopes: I hope that the efforts of those who strive to dismantle systemic injustices will be successful.



# Donna Tyner

- Your Role: School Board Member

- Your motivation:

My belief in a free high quality inclusive education for all students.

- Your hopes:

A school district where:

- Diversity and the unique contributions each child brings is valued and celebrated.
- Each child has access to a caring teacher and the right supports to succeed.



# Tom Colett

- Your Role: School Board Member
- Your motivation: The many amazing teachers—both those I've spent time with in-person and those I know through their writing, speeches, music, and film—who've shaped and challenged my understanding of social justice.
- Your hopes: To examine school district practices and policies through a rigorous equity lens so as dismantle structures that perpetuate racism, sexism, and bigotry.



At the San Francisco Office of the Laborers' Union.

# Task Force Facilitation Members



# Jon Franco

- Your Role: Executive Administrator of High Schools and Option Schools
- Your motivation: As a proud community member and BSD parent, my motivation is centered around my own kids, and our students. I see my own kids in our students and I have always struggled with the fact that many students will not graduate or pursue what they want to pursue. “What would we want for our own kids?” We all can do something about this.
- Your hopes: That all students will have access and opportunity to pursue their interests...that our system will not be a system of barriers but one of support and high expectations.





# Pat McCreery

- Your Role:  
BSD Administrator for Equity and Inclusion
- Your motivation:  
My mom motivated me to “Leave places better than you found them”. My teacher, Misa Joo, motivated me to look and work for justice. The students I’ve served motivate me to enact safe and just spaces where they feel they belong.
- Your hopes:  
That this Task Force can serve as a collaborative space where we can build the necessary structures to ensure schools where every student belongs.



(that's me on the left!)

# Susan Ouellette

- Your Role:
- Your motivation:
- Your hopes:

Picture

# Vicki Nishioka

- Your Role:  
Practice expert-Equity, School Climate, and SEL
- Your motivation: My motivation is my families, colleagues, and friends who are always teaching me to think more deeply and consider different ways of thinking and knowing.
- Your hopes: That we take this moment to make meaningful changes that will make a difference now and create opportunities for our children and their children's children. The Equitable Policies Task Force is an important step toward a future that I dream of.



I am on the left - and my only grandkids so far



# Karen Pérez-Da Silva

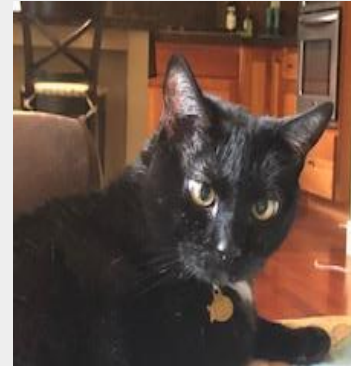
- Your Role:  
Education Northwest - Leader for Equity & System Improvements
- Your motivation:  
I come from strong women who believe in the power of education for self and community. Where community is an extension of family and family is where we belong and can thrive. I want our BSD students, staff and community to have a place where each of them/of us can belong and thrive.
- Your hopes:  
My hope is that together we develop the model policies & procedures that allow our staff and admin to implement supportive anti-racist spaces for our students across all races, genders, gender expressions, language groups, religions, ability, immigration statuses, ... in BSD.



First Teaching  
Job BSD 1998-  
1999

# Ken Struckmeier

- Your Role: Executive Administrator for Middle Schools
- Your motivation: Our students deserve to be educated in a district that articulates a clear vision that includes and supports all of them.
- Your hopes: I hope that this group will act with a sense of urgency to inspire transformative, systemic change.



# Task Force Advisory Members



# Don Grotting

- Your Role:
- Your motivation:
- Your hopes:

Picture

# Camellia Osterink

- Your Role:
- Your motivation:
- Your hopes:

Picture



# David Williams

- Your Role:
- Your motivation:
- Your hopes:

Picture