

Critical Truth

From: david williams
Sent: Wednesday, April 28, 2021 1:48 PM
To: jenni@jkotting.com;don grotting
Subject: Equity related incident in BSD

Categories: Interesting - Review Later

Jenni,

This is the genesis of the Fox story:

<https://defendinged.org/incidents/evolve-or-dissolve/>

This was the actual story:

<https://www.foxnews.com/us/oregon-teachers-diversity-capitol-riots-fired>

This was a message that was sent to staff on Friday:

April 23, 2021

Dear BSD Staff,

I want to start by congratulating all of you for successfully launching our In-Person Hybrid Instruction at all grade levels. It was a monumental task that required a tremendous amount of time, dedication and unity. I hope you all are drawing joy and energy from once again having students in our buildings. They are the reason for our work.

Just as importantly, I want to address a Fox News article that was published yesterday morning regarding our February Equity Summit. I offer this as information: The District was asked by the reporter to respond to very specific comments that were made by staff members during the summit. Those comments did not reflect our District's position or policies. However, we were not given the opportunity to comment on our District's ABAR work itself or the role that our dedicated BIPOC staff plays in moving this work forward.

While not supporting the *comments* as presented out of context, make no mistake, we do support the *staff members* who made the comments. They and the District have been on the receiving end of hurtful and in some cases, hateful rhetoric in response to this article, but we are undeterred. Let me repeat that, **we are undeterred**. We are continuing to encourage, create and maintain affinity spaces for staff at the local and district level to ensure safety. We are entering into contractual agreements with outside experts in the field to help us identify and mitigate our systemic blind spots. We are developing policy and procedures to ensure reporting and response protocols to respond to instances like those that resulted in this very instance of harm. And we are listening with more intention and more frequency than we have in the past.

The Beaverton School District is taking action steps on the road to becoming an anti-biased, antiracist school district. We will have detours and roadblocks set in our path. But just as we banded together to meet the challenge of reopening our schools for In-Person Hybrid Instruction, we must unite and move this work forward. Granted, it is a longer road, but we are on it as a team, all working together so that we can guarantee safety and support of our BIPOC students and staff.

Thank you for your dedication and commitment to the process.

Don

David Williams
Executive Administrator for Strategic Initiatives

Pronouns (he/him/his)

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