

Equitable Policies Task Force

March 17, 2021

Meeting 1



Welcome to today's meeting, Equitable Policies Task Force Meeting Here some instructions for using Zoom today:

Hover your mouse along the bottom of the screen to view the Zoom toolbar.

To minimize background noise, please keep yourself on mute.



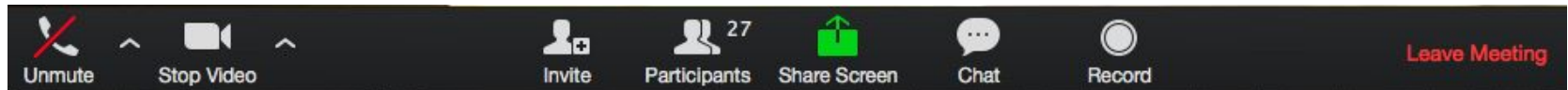
To start and stop your video, click on the video camera.



Click here to rename yourself.



To type a message in the chat box, click on the speech bubble.



Housekeeping When Coming Together Virtually



- Please mute yourself (we can hear you type), but feel free to use the chat to stay engaged.



- We love seeing your face! Please turn your video on if possible (and feel free to turn off webcams, too)



- Don't worry about kids and pets wandering in and out (we get it)

Today's objectives and agenda

Objectives

- Describe membership and purpose of the Equitable Policies Task Force
- Share priorities and perspectives on creating a BSD Antiracist Vision
- Discuss next steps



Community Agreements



**NOTE HOW
YOUR SOCIAL IDENTITIES
& PERSONALITIES**

(e.g., race, class, gender, sexual orientation, gender identity, ability, immigration status, home language...)

**INFORM YOUR PERSPECTIVES
& REACTIONS
to our Shared Work
& Learning**



**In this Space
FIRST-HAND &
PERSONAL
EXPERIENCES ARE
IN PAR With Data &
Credentials**



**SPEAK YOUR TRUTH
Note the Impact**



**CONFIDENTIALITY
Share lessons
Not details**



**STAY ENGAGED
and PRACTICE SELF
& FAMILY CARE
in our Virtual Setting**



**"WAIT"
Why am I talking?
&
Why aren't I talking?**



**PAY ATTENTION
TO YOUR BODY**

Listen to Understand, not respond.

Use "I" Statements

Step up & step Back

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

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 ensure 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!)

Breakout Rooms



Please introduce yourself!



Please share what is in your heart right now

Today I have ___ in my heart because ___.

Today I am thinking about ___ because ___.

Today I feel ___ because ____.



Task Force Initial Actions:

March 17-June 21

- Develop a district anti-racist vision to guide the district's efforts;
- Review and propose revisions to Board Policy ACB to Superintendent Grotting to present to the School Board;
- Review and propose revisions to a reporting and responding protocol for incidents of bias and hate speech.



BSD Anti-racist Vision Statement



Chat Blast

Thinking about Beaverton School District's Antiracist Statement, how would you finish this sentence

In Beaverton School District we . . .



Antiracist Vision: Washougal School District

The Washougal School District believes that we have a responsibility to disrupt unjust educational systems that perpetuate inequitable opportunities and outcomes for students. We recognize that we have work to do to make sure that our commitment in words is actualized into actions that truly reflect change. Our data illustrate that among student learning outcomes, race, ability, language, and socioeconomic status continue to be the most persistent predictors of student performance. Consequently, we have prioritized our efforts and resources toward strategies that eliminate institutional racism and each and every form of oppression that perpetuates inequities in our system.



Antiracist Vision: Cascade Engineering

Cascade Engineering is an anti-racism organization. Cascade Engineering defines being an anti-racism organization as creating an environment where all employees regardless of race or the color of their skin know they are valued.

We acknowledge that racism can be unconscious or unintentional and identifying racism as an issue does not automatically mean those involved in the act are racist or intended the negative impact. As an anti-racism organization we will purposefully identify, discuss and challenge issues of race and color and the impact(s) they have on the organization, its systems, and its people.

We will also challenge ourselves to understand and correct any inequities we may discover within Cascade Engineering and gain a better understanding of ourselves during this purposeful process. Being an anti-racism organization is a journey and it is the learning along the way that makes this work worth all of our efforts.



Antiracist Vision: European Network Against Racism

Our vision is for a Europe where there is full equality, solidarity and well-being for all, citizens and residents. We envision a vibrant and inclusive society and economy that embrace equality and diversity and the benefits of a racism-free Europe. Our overall aim is to end structural racism in the European Union and to build structures, institutions and attitudes based on race equality and equal distribution of power, privileges and rights.

These inequalities have a negative impact on the whole of society. Discriminating and excluding talented individuals result in a huge waste of talents and skills, especially at a time when we need to harness our collective full potential to get out of the present economic downturn. We have decided not to let this go unchallenged: we break down structural barriers and policies that limit migrants' and ethnic and religious minorities' opportunities to participate fully in society and have, ultimately, a damaging impact on the well-being of all European residents.



Antiracist Vision:

University of New Hampshire College of Health and Human Services

Racism is dehumanizing to everyone it touches. Social Work holds a longstanding value of upholding and working toward social justice for all peoples. We must examine racism beyond the actions of individuals, for it is embedded in the very fabric of our society.

We acknowledge that racism can be unconscious or unintentional, and that identifying racism as an issue does not automatically mean those involved in the act are racist or intended the negative impact. As an anti-racism organization we vow to purposefully identify, discuss and challenge issues of race and color and the impact(s) they have on our organization, its systems, and its people. We will also challenge ourselves to understand and correct any inequities we may discover and gain a better understanding of ourselves during this purposeful process.

We are resolved to explicitly and publicly affirm our identity as an anti-racist academic department.

We are resolved that our anti-racism commitment be reflected in the life and culture of the department through our policies, programs and practices as we continue to learn about racism.

We resolve to develop and work to implement strategies that dismantle racism within all aspects of our department, college, university, and society.



Breakout Rooms



- Please take a moment to review the example Antiracist Vision Statements (Handout 1). Reflect and discuss the following questions
- In each model statement,
 - What resonates for you?
 - What needs to change?
 - What is missing?
- [Record your discussion google form](#)



Next steps

- What role would you like to have in the Task Force?
- What will we do at our next meeting?
 - Review draft BSD Antiracist Statement
 - Discuss Every Student Belongs policy and procedures
- Please complete the meeting exit ticket
- Next meeting: Wednesday, April 7, 2021 from 4:30-6:30 p.m. (same Zoom link)



спасибо 谢谢
GRACIAS 谢谢

THANK YOU

ありがとうございました MERCI

DANKE धन्यवाद

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