

Timestamp	Name	Email	What is something that challenged you today (your ideas, your lived experience, your thinking)?	What is one take away from today?	What is a wondering that you have from today?	Is there anything you need us to know that we have not yet asked you?
4/7/2021 18:25:41	Autumn McConn	autumn_mconnel	fantastic conversations	maybe slowing down a bit? more connection and trust might need to happen	SA	SA
4/7/2021 18:27:11	Jason Lowery	jason_lowery@be	The conversations with my new group members.	The courage of others to share their truth.	How to we come up with actionable steps in the mission statement.	
4/7/2021 18:27:58	Natalie Ebanks	380056@bsd48.c	I didn't fully understand learning barriers for disabled students, and students who don't speak English as their first language, or speak it at all.	I learned a lot more about the district side of things.	How things work at district level when it comes to equitable and accessible learning.	No:)
4/7/2021 18:28:17	Stephanie Yelder	stephanie_yelder	The question about actual white supremacy examples in the district. I didn't understand the purpose.	Collaboration is necessary in order to have a more impactful and inclusive statement.	Will we be able to finish by end of task force allotted time.	
4/7/2021 18:29:05	Bruce Smith	bsmith4@whittier	The committee member requesting examples of racism and white supremacy in the district and stating his belief that we are "presupposing" that white supremacy and structural racism exist in the district -- very challenging to say the least.	Some folks are here to derail this process and have very little concern for the experiences of Black and Brown people.		I was considering leaving this committee -- my work is really difficult right now and I have little time to spend with my family as it is. But today's meeting reminded me why I need to be here, present, and contributing.
4/7/2021 18:29:07	Lawrence Gilles	lawrence_gillespi	the use of the term BIPOC , the term doesn't sit well with me and I can't put my finger on why yet. It seems like it is the next new buzz term that everyone is throwing out.	Hearing the experience of others.	Is this an anti-racist statement or ABAR statement? That will provide clarity for me on my response to the document.	Thanks for all you do!
4/7/2021 18:29:40	Sam Warren	sarah_warren@be	Not being able to hear all the stories and not being able to understand all the comments. I want to thank all three of you for creating space that folks could share hard truths.	We have a community willing to do the work.	Can we make a community that can meet and hear each other	I like the idea of CLaire's to have a talking/listening meeting.
4/7/2021 18:31:22	Rebecca Bair	rebecca_bair@be	being white challenged me today - in all the right ways. It is painful to see how imbalanced our society is, but I know that I have benefited greatly from being white. It is not a new feeling, but an important one to keep in the forefront as I work to be an equitable educator	that an anti-bias statement is an important step, but there is not as much trust in our BSD community as I had hoped about the subsequent action that will support the statement	How will we prove we are doing the HOW of being an anti-racist district?	nope
4/7/2021 18:31:22	Becky Lee	becky_lee@beav	Thinking about the importance of labeling white supremacy in the anti-racist vision statement and also thinking how this may be difficult for our entire district to get on board with.	We are still doing good work!	How can we make sure the work we are doing together will be moved forward by district leaders?	
4/7/2021 18:31:36	Jim Hiller	jim_hiller@beav	I appreciated the sharing of concerns from the people. Our BIPOC staff is wanting to be heard.	The passionate voices of our BSD staff continue to challenge and inspire me.	There is a considerable concern from some of our group that our administrative group who will review our work will soften/change it to deemphasize they concerns. It is a justifiable concern. What can we do to ensure that our work will be heard by them? Would someone from that group (Don, Ginny?) address our group to ease that concern?	These exit ticket questions are hard for me to answer, but I'm at a loss as to what to suggest! Maybe more specific questions about what we did...? For example I had a rough go of it in my first breakout room last time, but couldn't really find a place to share that.
4/7/2021 18:32:04	Poornima Nunna	Poornima_nunna	Thinking about how we can support our students during this situation.	Learning and hearing about all friend's experiences.		

Timestamp	Name	Email	What is something that challenged you today (your ideas, your lived experience, your thinking)?	What is one take away from today?	What is a wondering that you have from today?	Is there anything you need us to know that we have not yet asked you?
4/7/2021 18:34:24	laura burger	laura_burger@be	The language around how we define people and groups in the mission statement. We had a great discussion about the complexity of intersectionality and the many ways people identify and how representing ALL people is challenging in language.	I loved Itzel's comment about your heart being the size of your fist. Keep loving, keep fighting. My best fights come from the heart and I love the connection of the two.	I just continue to be curious about this process and the contributions that everyone brings. I am enjoying this time so much:)	Thank you!
4/7/2021 18:35:15	Kimaria Porter M	395738@bsd48.c	Something that challenged me today was having the discussion about who is making this discussions possible.	We need to be specific in our steps and procedures about how we handle the fight against racism and white supremacy within the district.	Will we be having conversations that may not focus on anti-racism but other types of communitys.	nope
4/7/2021 18:35:38	Ken Struckmeier	kenneth_struckm	Hearing passionate voices demanding the District change and knowing how hard I am striving to make that happen and realizing it was not my responsibility to do anything other than listen and honor those words.	I appreciated the prompts that prevented our breakout from just turning into an editing task.	Will we be able to produce anything that can be agreed upon?	
4/7/2021 18:35:40	Danica Jensen V	danica_jensen@t	In my breakout group I was asked how my skin color effected and/or impacted how I act. I know the person was asking out of genuine curiosity in terms of my white skin, but it was just interesting to be asked that...I liked the challenge and how much it made me think.	There is a lot of harm that has been done and we need more spaces for folks to talk about it and be listened to, and there also has to be a piece of action orientation and people listening who can make direct change in our district. Otherwise it feels like people are speaking into a void.	How are folks feeling about acknowledging the intersectionality in the vision statement?	Thank you so much for the thoughtful facilitation and making space for folks to be heard.
4/7/2021 18:36:27	Gretchen Mollers	gretchen_mollers	As a white educator, it's always jarring to hear about all the racist experiences our students and families have. I work in a bubble of diverse, like-minded folks, and I know I have to own the fact that my white colleagues harm and commit violence against our BIPOC students every day. And I am not exempt from that.	It was confirming to hear so many people say that we are worried about creating nice words with no action. I'm worried about accountability from district leadership (like cabinet and execs).	The conversations we had today seemed to me to embody the vision plans we are writing. I'm wondering how we can make a space for more listening?	Dr. Perez, thank you for your MASTERFUL facilitation tonight! I am in awe. You adapted with the truths that came up and honored everyone's stories.
4/7/2021 18:37:33	Jordan Peterson	Jordan_Peterson	the fact that people still think we have to prove where White supremacy lives-like wow.	We need to value everyone's time and be aware of how much space we are taking up. I think Claire's suggestion was great-giving people a space to air things out is huge. This is a large group coming together to take on a task for change-its hard to move forward with change when we have past things that effect our present and future and we want to air it out. Words have impact and sometimes what people say may be impacting someone negatively.	A break out room listening circle? Us counselors did this with the change of hybrid/cdl and it was HUGE in hearing everyone's voices without feedback/input. We were given 2 minutes to speak on one question/topic (there was a total of 5). I'm happy to explain this more in depth.	
4/7/2021 18:39:06	DOAA ELHAGG,	Doaa_El_Haggar	My perception in the sense that I see change in the right direction but others see the picture much more negative.	The draft statement is a great start in my opinion	I wonder if I relatively come from privileged space despite being in a minority group.	No

Timestamp	Name	Email	What is something that challenged you today (your ideas, your lived experience, your thinking)?	What is one take away from today?	What is a wondering that you have from today?	Is there anything you need us to know that we have not yet asked you?
4/7/2021 18:39:08	Rebecca Ponce	poncere@beaver	I was really challenged by the continued hurt that is experienced by our BIPOC students and staff. It brings up a lot of feeling for me as BIPOC staff. At the same time I am grateful for the honesty that is occurring and for the listening ears. It felt nice to not feel alone.	There is so much work to do in making this statement attainable and approachable and representative. I have hope in our ability as a group but really do want to ensure that we are being hard by the higher ups who are making these final decisions.	I wonder how we can continue to create / expand these spaces to include more community members or linguistically diverse parents. I am wondering how this task force was presented and advertised?	
4/7/2021 18:40:25	Kayla McCarley	kayla_mccarley@	What is Beaverton's overall role is to the community at large when it comes to anti-racism and equity?	That we have a lot of work to do.	How can we honor the time and task while also honoring some of the necessary conversations? I also wondered about the fact that it was exclusively POC that responded when the question about proving white supremacy was brought to the group.	Thank you for the space!
4/7/2021 18:40:49	Itzel Chavez	ichavez@adelant	Unfortunately that some folk will challenge that white supremacy is actually happening in the schools their children are in. I tend to come into these spaces with the assumption that everyone thinks similarly or has similar ideals or hopes. I forget that not everyone thinks like me or has the same awareness as myself and vice versa, I don't have the same awareness/knowledge as others.	We all have our own experiences within and with the school district. Having a space where we can share those experiences is rare, as was heard with the comments expressed by many folks. I'm really looking forward to see what this talented and incredibly knowledgeable group creates and I HOPE that admin really takes all this feedback and works to do better.	There is a lot of good, positive talk and acknowledgement, I wonder how we the district will create action ESPECIALLY when it comes to a decolonized education.	
4/7/2021 18:53:58	Monique Single	monique_singlet	hearing there was a request for "proof" of racism/white supremacy in our district and that if there was, then a parent wouldn't want their kids to attend...I am disappointed that we need to rehash that people of color shouldn't have to "prove" racism happens, but it also doesn't surprise me because I am sure other community members feel the same way	To remember to listen, pay attention to how I'm feeling and to mediate/temper my response and desire to solve the problem right NOW	I wonder how we will be able to ensure that all voices are valued with language and processes that center BIPOC voices are what is protected and instilled in any outcomes of this group while also valuing dominant culture-influenced voices who want things to stay in the status quo	I think there is a time and a place for everything, and I think Pat is the right person for the job right now (I think his white male cis privilege allows him access and influence in spaces where it is needed right now), and Dr. Perez and Vicki are the right people for this process as well. Thank you for collaborating, putting your expertise together and facilitating with grace, patience and forward-thinking.

Timestamp	Name	Email	What is something that challenged you today (your ideas, your lived experience, your thinking)?	What is one take away from today?	What is a wondering that you have from today?	Is there anything you need us to know that we have not yet asked you?
4/7/2021 19:10:42	Jona Davis	jtd1863@gmail.com	I was challenged by the uncomfortableness of folks calling out racism. I was raised to be polite and not say things that aren't nice, even if they're true. As an African American woman with children in the District I know racism and bias is alive and well, yet I still felt hesitant to share my truth or say things that may make others feel uncomfortable.	Being uncomfortable is not only potentially healing, but will be necessary to do this work. I am not alone. Other parents and employees have experienced or witnessed bias in the District and are willing to acknowledge it. After witnessing the leaderships willingness to hear some hard truths I have hope that this will not be a waste of time or that they're not just checking the boxes because antiracism is trending. We may actually be working towards real change.	I wonder how long it will take for this initial work to be done? I wonder how long the energy will remain to address these tough challenges. I wonder if we don't need to justify the need to section out the work that needs to be done to address BIPOC issues separate from general oppression of people who are different for various reasons. While all forms of oppression need to be addressed there is a history of the struggles of black and brown folks getting buried in the struggles of other issues (differing abilities, feminism, genderism, etc.) All hatred is wrong and needs to be addressed. We must be aware not to separate or create division amongst the differing groups, however, we must also be aware that all groups and approaches to each group are not the same. The reality of intersectionality further complicates my point. We'll need a miracle!	I have never been asked what harm my children have experienced as students of color in this District. I have not been asked in what other ways our family has been negatively impacted either as community members, employees, POTENTIAL employees, volunteers, or parents of this District.
4/7/2021 19:46:26	Poomima Nunna	Poomima_nunna	Thinking about how we can support our students during this situation.	Learning and hearing about all friend's experiences.		
4/7/2021 23:36:57	Sara Kopyy	412639@bsd48.c	There was a huge lack of willingness to listen and acknowledge the trauma and pain BIPOC people go through by a member of one of my breakout rooms. This person made it seem like our (me and the other member's) experiences and personal first-hand knowledge of racism were invalid. While I could see a clear disconnect of information and lack of understanding within this member's message, it still was difficult to hear.	How important it is to clearly educate the baseline information about racism and what it means to fight against a white supremacist society so that people are not misinformed as adults.	My experience today led me to question if it's possible for someone to fight for true equity and equality, if they are unable to acknowledge the reasons for why there are issues of oppression and discrimination in the first place. I guess I'm wondering what the background of some members are in terms of racial literacy, and if there needs to be more explicit focus on understanding these foundational concepts.	

Timestamp	Name	Email	What is something that challenged you today (your ideas, your lived experience, your thinking)?	What is one take away from today?	What is a wondering that you have from today?	Is there anything you need us to know that we have not yet asked you?
4/8/2021 19:30:14	Elizabeth J. Rod	elizabeth_rodrigu	<p>It is difficult to be a part of something that is clearly missing the point. I will continue to repeat the absurdity of this school district having a white straight cis male as the Administrator of Equity and Inclusion. This will remain a challenge for me.</p> <p>In this meeting we had a lot of people that just wanted to talk. I noticed they were mostly people of color. We have a lot to say. Years and years of abuse that come in different forms but still sting and scar are left to be carried and not deeply discussed. Many of us as Black and Brown people are from collectivist cultures which deeply value community and communication. However, we are consistently being held to a Eurocentric agenda and timelines within these meetings.</p> <p>Only because there is a timeline for when this vision statement is due- it does not mean treat the people like a machine and expect nothing more to be attached to it.</p> <p>We are more...</p>	I was amongst a lot of people who are for transformative change.		