Equitable Policies Task Force Session Notes
April 7, 2021

[Slidedeck](#)

Reminder
Norms to ensure equity of voice
Additional facilitation in breakout sessions

Every student belongs policy
- Addition of groups beyond race reference only requested
- Student and adult groups
- Sense of belonging and safety

Charge from Board
- Draft of anti-racist vision
- Revised Every Student Belongs
- Response and reporting procedures
- Input from BSD community voices

Essential Understandings
- Multiple perspectives represented on the Task Force
- Opportunity for outside conversations that are not included in the stated work
- Focus on agenda topics
- Comments welcome in chat and on google feedback forms
- Process being developed to create opportunities for for members to communicate outside of meetings
  https://docs.google.com/forms/d/e/1FAIpQLSeykibprkStnC--egxAE8dxAafGou0hOcgRd-q7CcPmQ6sDIg/viewform
- Task force does not to prove that racism and bias exists
- All opinions are important and do not need to be defended and should not be shared outside of meetings

Review of Community Agreements

https://docs.google.com/forms/d/e/1FAIpQLSeykibprkStnC--egxAE8dxAafGou0hOcgRd-q7CcPmQ6sDIg/viewform

Every Student Belongs
- Safety, Taken seriously, Action, Follow up
- ODE Guidance created with the input of multiple stakeholder groups
- https://www.oregon.gov/ode/students-and-family/equity/SchoolSafety/Documents/Every%20Student%20Belongs%20Bias%20Incident%20Response%20Guide.pdf
- Work groups - Survey. Poll taken
  - Every Student Belongs - 3
  - Reporting Procedure - 4
  - Response Procedure - Care for the harmed - 5
  - Response Procedure - Addresses the action that caused for the harm - 8

Student Focused Work Groups - All ideas should be considered
Similar to the question about how should we incorporate the intersectional lens of addressing incidents of bias / hate speech that is done by a student with disability who is protected by IDEA law. Please include thoughts
Kayla (she/her); SPED Teacher to Everyone (5:45 PM)
include the sped case manager right away, hold an IEP meeting
Rebeca Ponce (She/Her)School Psych to Everyone (5:45 PM)
Especially when considering discipline procedures
Kayla (she/her); SPED Teacher to Everyone (5:45 PM)
Anytime a student on an IEP exhibits or experiences any kind of bullying, the IEP team is required to meet to discuss and at least consider accommodations.
Rebeca Ponce (She/Her)School Psych to Everyone (5:46 PM)
Exactly Kayla- I was just thinking of it through the possible manifestation determination lens
Kayla (she/her); SPED Teacher to Everyone (5:46 PM)
Yes! I'm glad you brought that up Rebeca!

Group One Board Policy
https://docs.google.com/document/d/11wNUgZWyHwbCcoE8h1d_tp3Ukg4cBFMyCHLOzY2VvVk/edit
- Comparisons to TTSD document. Well aligned to ODE guidance. Language/word choice - needs to be as defining as possible. Easily understandable to students and families
- More questions arose than answers

Group Two Reporting Procedure
https://docs.google.com/document/d/1nJhGgDkFcYmciDdZlZl3hH39zhDneROQZ1RsNfG9HYM/edit
- Eugene's tool's questions were great (trusted adult)
- Formatting needs to be accessible and clear. Possibly different forms to meet all needs
- The form is for the student as well as admin. Could be start of the healing process

Group Three Response Procedure Care for the Harmed
https://docs.google.com/document/d/1prJYUOWiIJpw00feLUczyukMRVh_qV4XQ0uwJS6nxkA/edit
- Michigan Best Practices document & Newton's protocol
- Include definitions and graphs.
- Best Practices for each group involved
- PD needed
- Protocol was very specific for each stakeholder group
- Specificity needed

Group Four Response Procedure
https://docs.google.com/document/d/1Ip8co8SveurjK8OcwNyJafeDbrFr8FFmnF4CIGvUrdo/edit
Copy made - Rebecca
https://docs.google.com/document/d/12v76Xq8osQQVmvGqzIYU4KcjU3ZbxAworpowtcEj7gY/edit
- Focused on current policy
- Will a checklist be beneficial
- Restorative Justice focus more than punitive
- Involvement of family in conversations

Exit Ticket - please take a moment to fill this out for us before you leave if possible. We want to honor your time. :)

https://forms.gle/rWQ7iuw9G8J3VwXn9

Next meeting May 12

Comment: Some families have trust issues with the system due to past experiences (especially some immigrant families). Trust will be built by responding to all reported issues in a timely and effective manner.