Equitable Policies Task Force Session Notes
6-16-21

Agenda:
https://docs.google.com/document/d/16g-ZNBQZsI65LZEOU7OTJEQj_TRf5YWIMlPiBuIkS-E/edit

Vote Results on Vision Statement
23 responses
17 - 2
5 - 1
1 - 0 - Written statement of dissent

Feedback will be included in board materials
Statement will be presented to board as drafted

Resolution presented to Board for approval will ensure that the work of the Task Force continues

becky lee to Everyone (4:42 PM)
Can you share the link to the voting & feedback. I would like to read the feedback.
Vicki Nishioka (she, her, hers) to Everyone (4:42 PM)
Link to the voting and feedback
https://docs.google.com/document/d/19HesldXTANEH5VfEip1v4y2cils9-Vd27THbxjghjsU/edit

School Board meeting starts at 6:00 on Monday June 21
Task Force invited to watch the meeting on YouTube link
David Williams (he/him) BSD Strategic Initiatives to Everyone (4:52 PM)
        Forewarning...the board meeting is going to be LONG...lots of other agenda items
School Board Web Site https://www.beaverton.k12.or.us/about-us/school-board
        Public can make comments on Board site in support (or dissent)
David Williams (he/him) BSD Strategic Initiatives to Everyone (4:56 PM)
        Click on the June 21 Board meeting and when live, you can submit formal comments for
        the meeting on that link.
        The "Contact the School Board" at the top of the page is more generic email to the board
        at any other time.

First - presentation of work of the Task Force to Date
Second - Resolution (Action Item)
    ● Receiving the work of the Task Force to share and use for final products
    ● Prevents all actions from falling on the last Board meeting for four members
    ● Will ensure the continuation of the work
    ● Empowers the District to continue and finalize
    ● Honors the work of the group

Policy
    ● States the purpose and what is wanted in the system
    ● Consistent with state and federal regulations

- The how comes into place with administrative rules - ARs. Procedural document (other three work groups)
- This policy is groundbreaking
- Work groups were very much in agreements in what needs to be contained in policy
- Expands the guidance on number and type of groups to be protected
- Procedures need to show that both the harm and harmed are taken into consideration and response
- Draft ESB Policy Recommendations: https://docs.google.com/document/d/1DV_xPtdp8iUu1iGg8_vlLB1Iwl3PNOZSyOT7-iUNZoo/edit
- Name change to "Every Student Belongs)

Input from the team on the draft policy
- Looks better to me
- Looks good
- @claire.mbugua Team Nation to Everyone (5:08 PM)
  - Suggest disability in first paragraph change to ability
- Pat McCreery, He/Him, BSD Office of Equity and Inclusion to Everyone (5:09 PM)
  - Thank you, Claire—we'll check on that but that might reflect language specific to federally protected status.
- Rebecca Bair to Everyone (5:09 PM)
  - Should the paragraph (2nd to last) starting with "Direct" also be one of the black bullet points in the above section?
- jordan Peterson to Everyone (5:11 PM)
  - Will the second paragraph be located elsewhere as well? Volunteer handbook? Staff handbook? Student/Family handbooks?
- David Williams (he/him) BSD Strategic Initiatives to Everyone (5:13 PM)
  - I do believe that 2nd paragraph is replicated or at least very similar replicated in various other documents throughout the district. But where it differs from current language, adoption of the policy would then trigger promulgation throughout.
- Comments/Considerations/Feedback will be presented to the Board
- @claire.mbugua Team Nation to Everyone (5:19 PM)
  - "respond accordingly" in the 2nd to last paragraph
- @claire.mbugua Team Nation to Everyone (5:19 PM)
  - what does that mean. According to the current law in Beaverton?
- Doaa Elhaggan to Everyone (5:22 PM)
  - "on district property or in any district- or school-sponsored program, service, school or activity that is funded in whole or in part by monies appropriated by the Oregon Legislative Assembly," Does "on district property" include when others rent school buildings or fields? I assume we can't apply the ARs and I guess this isn't within the scope of this work but maybe something similar can be included in the rental agreement? I just feel the phrase "funded ..." makes it sound like we are ok as long as the event isn't funded by monies ... etc
- Sara Koppy (She/her) to Everyone (5:24 PM)
  - I really like the aspects of providing transparency of situations/actions to students and to the community
-

Can recommend that the second paragraph be located in other locations

Protection can be expanded or language changed. Currently very expansive

Other wording recommendations will be made

Intersectionality wording comes from state statutes.

Bulleting can be revised

Thank you to all who worked on the policy

Laura Hoffar (she/her) to Everyone (5:23 PM)

- Yes! Thank you all for your dedication to this work. It's amazing how much you have done:)

becky lee to Everyone (5:24 PM)

- Absolutely amazing and thoughtful work group 1!

anna Phou to Everyone (5:24 PM)

- Yes! Incredible work group 1 👏🏽

Can this include off-campus events/harm?

Important area for consideration

@claire.mbugua Team Nation to Everyone (5:26 PM)

- Very good point. Use of social media is very frequent

anna Phou to Everyone (5:27 PM)

- Even in the google docs the students share

David: Other policies address off campus, social media instances of bullying, etc.

- Difficult to handle these situations
- State law requires addressing

Jona Davis, she/her to Everyone (5:28 PM)

- I was shocked to see some of the interactions the students shared via email and chat groups during distance learning at my child's elementary school. Only children within my child's class had access to a particular chat group.

David Williams (he/him) BSD Strategic Initiatives to Everyone (5:29 PM)

- Yes, and those would 100% be within the school setting, and teachers already should have known to engage in those instances both from a discipline standpoint and a restorative practices standpoint.

Groups 2, 3, and 4 work produced many areas that overlapped

- 3 and 4 has been combined
- Comments have been incorporated into the Board presentation
- ODE guidance assumes how the reporter experiences bias incidents
- A caring adult should be part of the response team
- Conflicts of interest should be avoided
- Student feelings need to be validated
- Suggestion for remedy need to be provided and considered
- Teams need to evaluate level of supports
- Student protections need to be in place

Procedures Review
Draft Procedures:
https://docs.google.com/document/d/157jkZRX76_kC9X6tGHytmT7NL4GzaiUb/edit

@claire.mbugua Team Nation to Everyone (5:36 PM)
- will there be communication to the community about incidents? With the students and staff involved removed of course.

David Williams (he/him) BSD Strategic Initiatives to Everyone (5:37 PM)
- Claire: Once this data is collected and compiled it becomes public information (aside from the specifically protected data) and as such it seems likely that something like an annual report would take place.

@claire.mbugua Team Nation to Everyone (5:37 PM)
- Great!!! Thank you David!!!

Pat McCreery, He/Him, BSD Office of Equity and Inclusion to Everyone (5:48 PM)
- Hi Folks- I have added your feedback on the Draft Policy from the chat and the document to the following link: https://docs.google.com/document/d/1zb6xF0FK9MeNFi80E5pHNMrDAOrdraclCQ78BWhoR4Q/edit

Procedures Comments
- Student focussed language do to the Every Student Belongs policy, but will also apply to families and staff
  - HR will need to be involved with staff procedures
- Hostile expressions - should not be limited to "hostile"
  - Language comes from legislation
  - Examples may be needed
  - Will be brought up with board
  - Intent may not be hostile, but results/impact response may be reflective of perceived hostility
  - Input will be shared with Board and superintendent
- becky lee to Everyone (6:02 PM)
  - I don't even know if HR has policy/procedures for bias incidents staff experience.
- @claire.mbugua Team Nation to Everyone (6:02 PM)
  - Blessings!
- becky lee to Everyone (6:05 PM)
  - Footnotes!

Reporting Form Review
https://docs.google.com/document/d/1sDQZHBuf393sk9glppm40jWCH4120JVk75Ue5V0SXAM/edit?usp=sharing

Comments
- Like the form. Work group gave creation deep thought
- Add Racial bias, hate speech
- Elementary students won't know how to access or complete form. Adults will need to fill out form. Elementary sometimes gets lost. Instances do occur at the elementary level. Students aren't aware of what their option are
- @claire.mbugua Team Nation to Everyone (6:17 PM)

- - ○ Great point Jordan. Kids as early as 2nd grade are experiencing this. My son was one of them.
- Parents need to be informed at the elementary level. Students need to be protected if parents are unaware of certain student life circumstances
- becky lee to Everyone (6:20 PM)
  - ○ Thanks Jordan for explaining the STAT process.
- anna Phou to Everyone (6:21 PM)
  - ○ ^^ Thank you Jordan!
- David Williams to Everyone (6:21 PM)
- I   mportant to note: If ANY of this goes into a student's educational record (synergy) then it is 100% revealable to the parent and available to them upon request.
- patricia rodrigues to Everyone (6:21 PM)
  - ○ Jordan I agree!
- jordan Peterson to Everyone (6:21 PM)
  - ○ Of course! :)
- becky lee to Everyone (6:22 PM)
  - ○ @David: I think a recommendation to record bias incidents is critical. Parents who are not contacted won't see the incident report; parents who contacted about incidents can look up progress on the investigation.
  - ○ Record bias incidents separately from Synergy
- David Williams to Everyone (6:24 PM)
  - ○ Becky, yes to record incidents. If any discipline is meted out to students that information would be protected even from the victim of the incident.
- Will it go into student file and be subject to being subpoenaed?
- Training will be needed
- Decisions need to be made about records and protections
- Can this be streamlined? Too much repetition. Needs to be a comprehensive and efficient process
- @claire.mbugua Team Nation to Everyone (6:26 PM)
  - ○ Will there be time taken to make the students aware of this reporting system and the resources available to them?
- Maybe two separate forms? One for students?
- How can there be protection for electronic transmissions?
- Pros and cons to making this part of a students record
- @claire.mbugua Team Nation to Everyone (6:26 PM)
  - ○ Will there be time taken to make the students aware of this reporting system and the resources available to them?
- @claire.mbugua Team Nation to Everyone (6:29 PM)
  - ○ @ Patrick Great!Thank you
  - ○ YESSS!!!!
  - ○ Can see the results and where we need to focus future work
- David Williams to Everyone (6:31 PM)
  - ○ I should add, if these forms are filled out by parents or staff (not on behalf of kids) then I don't think they are protected data. It gets complicated for sure and would want counsel to think this through.
- Sara Koppy (She/her) to Everyone (6:32 PM)
  - ○ YES JORDAN!!!!
- David Williams to Everyone (6:32 PM)
  - ○ Yep...federal reporting requirements on that one. Race v. Ethnicity is a mess.

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- YES JORDAN!!!!
- David Williams to Everyone (6:32 PM)
- Yep...federal reporting requirements on that one. Race v. Ethnicity is a mess.

Number of incidences at a particular school is not protected
- Recommend separate data collection system
- Tallies of specific types of incidents should be public record

Pat McCreery, He/Him, BSD Office of Equity and Inclusion to Everyone (6:32 PM)
- I am happy to stay here as y'all are amazing humans…and I respect your individual needs if you need to leave, as it is after 6:30.

Sara Koppy (She/her) to Everyone (6:32 PM)
- Thank you so much Jordan for bringing that up

patricia rodrigues to Everyone (6:32 PM)
- Thank you Jordan!

becky lee to Everyone (6:32 PM)
- Yes, Arab American students are also listed as white.

Rebecca Bair to Everyone (6:32 PM)
- I'm so sorry to have to leave - I have to supervise a ball game

David Williams to Everyone (6:32 PM)
- Also big issues with the aggregation of race within Asian.

@claire.mbugua Team Nation to Everyone (6:32 PM)
- Aren't we ALL Multi-Racial?

Pat McCreery, He/Him, BSD Office of Equity and Inclusion to Everyone (6:33 PM)
https://docs.google.com/forms/d/e/1FAIpQLSdWdW5G3a7IlKHrIZklG7A0aHEgmGKbSxPbsXZ3gvgAqKZN4Q/viewform

becky lee to Everyone (6:34 PM)
- So honored and grateful to work with you all!

Gretchen Mollers to Everyone (6:34 PM)
- ^^^

Maxwell Olwa to Everyone (6:37 PM)
- Thank you! You were such a great team and I am honored to work with you!

Donna Tyner to Everyone (6:37 PM)
- Thank you for your hard work, dedication and service to our students! You are awesome!

@claire.mbugua Team Nation to Everyone (6:37 PM)
- I appreciate this space and the solidarity we exemplified in a community of like-hearted people. Super encouraging!!!

Shout out to DONNA!!!

Sara Koppy (She/her) to Everyone (6:37 PM)
- Thank you for doing the work to make students/community members feel more safe, seen, and supported in schools :)

Donna Tyner to Everyone (6:38 PM)
- Thank you!

jason lowery to Everyone (6:38 PM)
- I appreciate the really thoughtful conversations from everyone each session.

Bruce Smith to Everyone (6:38 PM)
- Much love and props to all of the BSD staff in this group. Thank you!!!

Laura Hoffar (she/her) to Everyone (6:38 PM)
- I am grateful for the collective brilliant minds of this group and everyone's dedication to engage in this essential work.

becky lee to Everyone (6:38 PM)
- Yes! Donna has been champion for equity in BSD with her leadership! Thank you, Donna!

stephanie yelder to Everyone (6:38 PM)
- So thankful!!!!

Gretchen Mollers to Everyone (6:38 PM)
- Appreciate all the amazing conversations and hard work that you all have done!

@claire.mbugua Team Nation to Everyone (6:38 PM)
- Thank you all and I appreciate you!!!

Doaa Elhaggan to Everyone (6:38 PM)
- Thank you all for your input & listening! As a mother & staff of color, I totally appreciate it!

Danica Jensen Weiner to Everyone (6:39 PM)
- Thank you so much to everyone! This is hard work and thank you for your energy on Wed. Nights!

Laura Hoffar (she/her) to Everyone (6:39 PM)
- Thank you, Pat for your time and effort to engage all of us!

@claire.mbugua Team Nation to Everyone (6:39 PM)
- Education + Action = POWER

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Education + Action = POWER

Jona Davis, she/her to Everyone (6:39 PM)
- So thankful for you all and the work and time you put in here!!

Kimaria Porter-Mason to Everyone (6:39 PM)
- Thank you for the amazing opportunity to be able have the conversations that needed to happen!

Tom Colett to Everyone (6:39 PM)
- Thank you everyone! Amazing work done in such a short period of time!

Rebecca Bair to Everyone (6:39 PM)
- Pat is awesome!ll

patricia rodrigues to Everyone (6:39 PM)
- Thank you Donna!!!!! for your words and leadership!
- Thank you Pat!!!

Gretchen Mollers to Everyone (6:39 PM)
- Thank you SO MUCH students!!!!

jason lowery to Everyone (6:39 PM)
- Thank you to the facilitators!

becky lee to Everyone (6:40 PM)
- Thank you Vicki & Pat for being awesome facilitators!

@claire.mbugua Team Nation to Everyone (6:40 PM)

- Shout Out to our Teaches and Admin! You are SPECIAL kinda PEOPLE!!

#TogetherIsBetter

Doaa Elhaggan to Everyone (6:41 PM)

- Have a good evening everyone!

Kimaria Porter-Mason to Everyone (6:42 PM)

- Thank you and I hope to speak with all you again!