

Critical Truth

From: patrick mcreery
Sent: Monday, August 17, 2020 8:45 PM
To: donald grotting
Subject: Re: Draft opening

Categories: Interesting - Review Later

Hiya Don-

Thanks for sharing your draft. I'm going to start with feedback that I want you to hear--you are a compelling writer, in that you have a talent for conveying your thesis, your sincerity, and your integrity all in one message. As a fellow writer, I know it is important to hear that feedback now and again to make sure your message is meeting your meaning.

Now...the more pointed feedback:

1. Technicality--the folks we're working with on Thursday are from the Oregon Center for Educational Equity (OCEE). This is the group affiliated with Carmen Xiomara Urbina, and with whom we'll be doing long-term work via CFEE and Taking it Up seminars. The Center for Equity and Inclusion (CEI) is the organization led by Hanif Fazal and Shafina Fazal, with whom we met two weeks ago and with whom we *might* partner, but they will not be involved in Thursday's Summit.
2. Your draft looks fantastic. Honest and real and 100% you, which is what we need at this time. These are only suggestions for adding some additional power to your already powerful message:
 - a. Look back on your district messages from [May 29](#) and [June 25](#) and see if there are any commitments you made in either of those that you want to revisit and affirm here.
 - b. Consider going more in-depth in the area of "Leadership and Commitment". Talk more about what you expect from your cabinet leaders. Talk more about what you expect from your building and department leaders. This is a time when our leaders are looking to you for strong and pointed leadership...don't shy away from telling them what you want of them (I think I've come to know you well enough to assume that this might be a tough realm for you to navigate--me too, man!--but your leaders are looking to you for conviction...don't be afraid to give it to them!). Make it clear that there is no opt-out in this work.
 - c. This one is perhaps the **most important**...would you be willing to be vulnerable enough to explain what brought about this change in focus and urgency for you, personally, as a human dedicated to service? Here's the thing, Don. You are coming across as a different person today than you were when you were introduced to the BSD when you joined us years ago. What changed for you? Why is the focus on equity important to YOU, as a human being, and why NOW? My guess is that your answer to those questions might tie into your own personal story, the one Shellie shared with our community. Don't be afraid to tap into that experience and use it to convey your personal conviction. That sentiment will move our leaders.
3. Finally, my own modesty and humility coming into play...please omit me from your "thank you's" at the end. This is my job and I am 100% confident in your approval of it. Thank everybody else--BUT, check to make sure you thanks OCEE and not CEI!--by all means, but don't thank me. We don't need another white guy getting accolades for doing work that we all shoulda' been doing this whole time. I know you appreciate my efforts. That's all I need.

Hope this helps, and thanks for offering the opportunity to give feedback!

Pat McCreery
Administrator for Equity and Inclusion

He | Him | His
Equity Leadership Team Facilitator
[OEI Newsletter Archive](#) and [Feedback Link](#)
[BSD Statement on Black Lives Matter](#)

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From: donald grotting <Don_Grotting@beaverton.k12.or.us>
Sent: Monday, August 17, 2020 6:06 PM
To: patrick mcreery <Pat_McCreery@beaverton.k12.or.us>
Subject: Draft opening

Pat
Here is draft opening statement. Looks like about 5 minutes. No ego here, so do not be afraid to critique..
Also our facilitators at summit Center for Equity and Inclusion?
don

Don Grotting
Superintendent

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