



OSBMCC General Meeting

July 20, 2019 (Sat), 5:00 PM – 7:30 PM

Riverhouse Conference Center – Bend, OR 3075 N. Hwy 97, Bend, OR 97703

Teleconference: 800-637-5822, Room 6851733#

Agenda and notes:

(5:00) Networking / Hors d'oeuvre

(5:10) Call to Order / Welcome - Bill Graupp

Bill welcomed all participants and asked everyone to sign in using the sign-in sheet and indicate if they are members, associate members, or guests.

45 people were present. Sign-in sheets are attached.

25 members

6 associate members*

13 guests

1 did not sign in

* The sign-in sheet and the OSBMCC one pager created some confusion as both were created prior to the adoption of the bylaws in August 2018. Per OSBMCC adopted bylaws: "The Caucus members may include any elected or appointed member of any public board of education in Oregon who are active members in good standing with the Oregon School Boards Association and identify as a person of color." The executive team apologizes for the confusion and is working to rectify and provide clarifications regarding the discrepancies.

(5:15) New Members – New board member packets from OSBA

(5:20) Equity Policy Discussion • Speaker: Peggy Holstedt - Director of Policy Services • Topic: History, Issues, Adoption of Equity Policies

Peggy made a presentation on policies in general, the process that OSBA went through in crafting the sample educational equity policy, and guidance as well as recommendations for boards to consider in making policies.

Sample policies that are drafted at the OSBA level according to laws and statutes. When adopt policy, Board assumes legal liability. In OSBA sample policies and Administrative Regulations,

- R means required; (make sure it's policy work)
- HR = highly recommended
- CR= Conditionally required
- No letters – means optional

Policy comes from law – equity lens comes in at administrative level: ARs, strategic plans, action plans. Strategic plans, action plans, is where it [equity policy] will be implemented. Equity is optional policy – there is no statute.

Q. Libra: in “what” – policies must have equity lens – can benefit some and not all.

A. Peggy: OSBA sets legislative agenda through LPC. All Boards have the right to write policy. Suggestion: have District’s legal counsel review. Boards can write policy and have it reviewed by legal counsel.

Peggy distributed a copy of the OSBA Model Sample Policy.

(6:00) ODE Community Engagement – OSAA Presentation • Speaker: Gina Roletto o Asst Principal – Bridger School PPS and OALA Board Member • **Topic: OSAA Equity Policy / Community Engagement**

In response to the passage of HB 3409 – “Limits authority of school district to become member of voluntary organization that administers interscholastic activities or that facilitates scheduling and programming of interscholastic activities unless organization addresses specified behavior.”

OSBA hired Gina to engage the community to create a toolkit for schools as a resource.

Gina shared that a framework for schools to follow for creating an Equity and Civil Rights in School-Sponsored Activities Action Plan (2019-2020+) is being developed. It will be available to schools in the fall. She presented and distributed drafts of the work. She also shared a timeline of her work for outreach and technical assistance to school districts.

Gina asked for written input from the group for the draft framework and requested for the group to email her if additional input come about after today’s meeting. Her email address is rolettog@gmail.com.

Gina also shared an op-ed that was sent to the Oregonian signed by several groups including the OSBA. Jim Green will be forwarding a copy of the said op-ed to Helen for distribution to the membership.

(6:40) Logo Discussion / Decision

Bill presented the proposed logo design for the caucus’ consideration. All in favor of the logo design.

(6:45) 2019/2020 Conference Attendee Scholarships • Advocacy Institute / NSBA / CUBE • OSBA Summer Conference – Small Districts

Bill shared that the Caucus budget was adopted by the OSBA board. He shared that six scholarships are available for 2019-20 fiscal year. Scholarship applications will be distributed along with application deadlines. The goal is to send 2 members to each conference: CUBE (Sept), Equity Symposium & Advocacy Institute (Feb), and NSBA (April). Being the CUBE conference is taking place in September. The deadline for application is impending.

OSBA Summer Conference scholarships for small districts. There are 10 available. Registration is waived by OSBA and up to \$300 for travel and lodging.

Linda requested for an itemized budget to be shared.

(6:50) Newsletter Discussion – Erika Lopez (Editor) Erika shared with the group the intent for the newsletter is to share information with members. The plan at this time is to send it out quarterly. She would love help. Email Erika directly regarding ideas, proposals, or questions - lopezer@hsd.k12.or.us

(6:55) OSBA Annual Convention Meeting Schedule • OSBMCC Workshops Convention (3)

- Walk in my Shoes, Student Storytelling on the Effects of Micro-Aggression on Student Learning
- Learn about the School to Prison Pipeline
- Facing Racial Incidents - The Board's Responsibility to Respond and Support Students

Review Goals / Open Topics -- Tabled to allow time for a new topic.

- District Shoot-outs – Open floor
- Sign up for OEdNews, Legislative Highlights Weekly
- Check your email address on OSBMCC List

(7:00) New topic: Discussion of the Pre-Conference Workshop – The Board's Leadership Role in Equitably Improving Student Learning

Bill shared that he received feedback from many people that were angry and felt that harms and hurts resulted from yesterday's Pre-Conference Workshop. He invited Steve Kelly and Jim Green to join the discussion. Helen and Sonja shared that the leadership council met with Jim Green, Steve Kelly, and Mary Paulsen before today's meeting to inform them of the concerns as well as recommendations for a pathway forward in a positive manner. Bill invited members to share their thoughts. Many took turn to share their feedback.

Concerns:

- The workshop content did not match the title
 - equity was in title, but white supremacy never came up
 - benefitting and protecting white dominant community
 - not wanting to address issue of race and white privilege
 - Using "cotton picking" in the presentation
- The training on data was lacking substance and did not provided the information needed for the intended exercises, i.e. fragmented, incoherent, and incomplete data for the first exercise and the district data was not as disaggregated as it could have been and was not longitudinal for the last exercise.
- There were no examples of how boards could use an equity lens to use the data for improving student achievement, i.e. application of how equity lens can be utilized.
- The training on equity was offensive, inflicted trauma, made the members of color feel they do not matter.
- Members were also traumatized by comments made by others at their tables.
 - hearing damaging messages from people of privilege
 - felt heavy and disempowering
- The presenters were cavalier and did not take comments shared at the workshop seriously. Heard a lot that amounted to, "I'm never wrong – that's not what I meant, please excuse this example – don't have to acknowledge my error."

Recommendations:

- Take a system approach to pursue a way to sustain a path forward knowing that our state will continue to grow more diverse.
- The Caucus is available as a resource and should be employed.
- There is a better path for equity work – we must move forward in a responsible manner.
- OSBA needs to take responsibility and repair the harm that was imposed.
- Consider diversifying OSBA staff and improve understanding of equity for all staff and specifically, those who are on the board development team.
- Consider hiring consultants.

Comments from OSBA staff and board leadership:

- Thank you to the caucus for being open and for the contributions.
- Thank you for your openness, commitment, leadership – your authentic voices for moving the dial.
- OSBA staff needs to be trained.
- Will address participants in the pre-conference via an email sharing the sentiments.
- Steve Kelley recognizes the staff's failure and takes full responsibility for the matter. He asks for the caucus members to stay in contact with him. He plans to meet with staff and determine next steps. He invited members to email him directly and educate him.
- Jim Green apologized for the failure and recognizes the fault of not consulting the caucus.
 - OSBA leadership is present in the room – apologize and need to rebuild trust.
 - Going forward, will engage the caucus on Equity workshops.
 - Will bring in 3rd party speakers.
 - Will work with Bill and the Caucus leadership to find out where we need to go.
 - Need to add staff members to OSBA staff to mirror the community.
 - Need to do a better job recruiting minority candidates.

Bill closed the meeting acknowledging that he felt this matter was of utmost importance and took immediate steps toward a resolution.

Helen requested for Steve to inform the caucus about the next steps.

(8:00) Adjourn

The meeting adjourned at 8 pm.

Next Caucus meeting will be held in November at the OSBA Annual Convention, November 14-17, 2019

