

Redmond School District
Equity Task Force Meeting Minutes
March 15th, 2021

Attendance: Superintendent Cline; Meeting Facilitator; Marcus Legrand; Board Representative Liz Goodrich; Jessica Pickens; Liliana Cabrera; Stephanie Hunter; Alishia Anderson; Brittaney Cocciolo; Councilor Jon Bullock; Kelli Tusow; Pia Alliende; Lily Gallentine; Lavon Medlock; Lisa Young; Trevor Flaherty; Gabriela Peden; Rosemary Geraghty; Kimberly Strong

Meeting called to order at 5pm

Welcome and Introductions

- Icebreaker with Trevor – 6 word equity story/poem
- Review ETF Ground Rule for meetings from Agreements for Courageous Conversations

Oregon Ethnic Studies Standards – Jessica & Kelli

- 2021 Social Science Standards Integrated with Ethnic Studies [Presentation](#)
- HB 2845 – inspired by student leaders that pushed for legislation to better include stories/perspectives of historically excluded racial and social groups. Timeline of 2026 for full implementation
- ODE has resources available for districts and teachers. ODE newsletter is available with a library book list and vetted resources. ODE offers training in Ethnic Studies.
- Viewed examples of the standards and how they can be integrated. Multicultural was replaced with specific terms as it is seen as too broad.
- Reviewed secondary impacts and where the standards can be integrated in 6-8 and 9-12 social studies curriculum as well as offering high school electives. Barrier is that the high school content is just being created and not readily available (textbooks, no example lesson plans)
- Viewed 2020-21 Reference Guide for Ethnic Studies. Legislative references SB 13, SB 664, HB 2845, HB 2023
- Discussion that Ethnic Studies does not have to be limited to Social Studies and can be a shared effort and integrated schoolwide. Several participants shared that this ODE information has not been widely shared and is challenging to find. A teacher that is not looking for this information is not going to know it exists. Recommendation to spread the word in the district.

ETF Scope

- Discussed enormity of scope – How do we pare this down to focus on what is most important? Question: Is a one-year commitment enough time for ETF task force work and new participants taking up the work? Charan responded that any participants that want to continue their commitment may choose to do so. Questions: Have we heard from everyone about what is most important to focus on? Response: There are available equity audits that are a couple years old which priorities were drawn from but discussed if they are still relevant.

Report from Breakout Rooms

[Link to working document](#)

Priority 1: Developing disciplinary resources besides suspension and expulsion. Look at the data on referrals and look for patterns in demographics. The group recognized the complexity of this task and where to start. Discussion included do discipline policies account for different needs of students? PBIS Framework along with Restorative Practices as a method to explore. Discussed the challenge of tools such as Collaborative Problem Solving and that this method is time-consuming and requires 1:1. The percentage of educators that can work with kids with behavioral challenges is suspected to be low. How do we replicate what works, change fixed thinking about response to behavior, and meet the needs of the students and the teachers.

Priority 2: Consider hiring a DEI Director (group believes this is critical to this work getting done, there needs to be someone leading the work). Need to determine our approach to provide district wide training for all staff. Train all new teachers by Fall 2021 as part of onboarding.

Priority 3: Gather perception/lived experience data from staff of color (What keeps you here, what made you apply, what might drive you away, how have you/have you not been received as part of the community?) Disaggregate by profession type - operational and academic, and town they live in. Prioritize teachers in order to consider with whom our students spend the most time. Join the Welcoming Cities Movement -- RSD can be a leader for the community in this. This work has been started in the past, with many bumps in the road. Make an economic case to the city that this is a beneficial movement. Discussion regarding the importance of how to support the perspective of LGBTG+ teachers/staff and how to support. Recognition that Redmond is not a safe city for individuals to openly share this perspective.

Next Meeting Facilitator

Marcus Legrand

Meeting adjourned at 6:55pm

Next Meeting April 19th, 2021