

Facing Racial Incidents: The Board's Responsibility to Respond and Support Students

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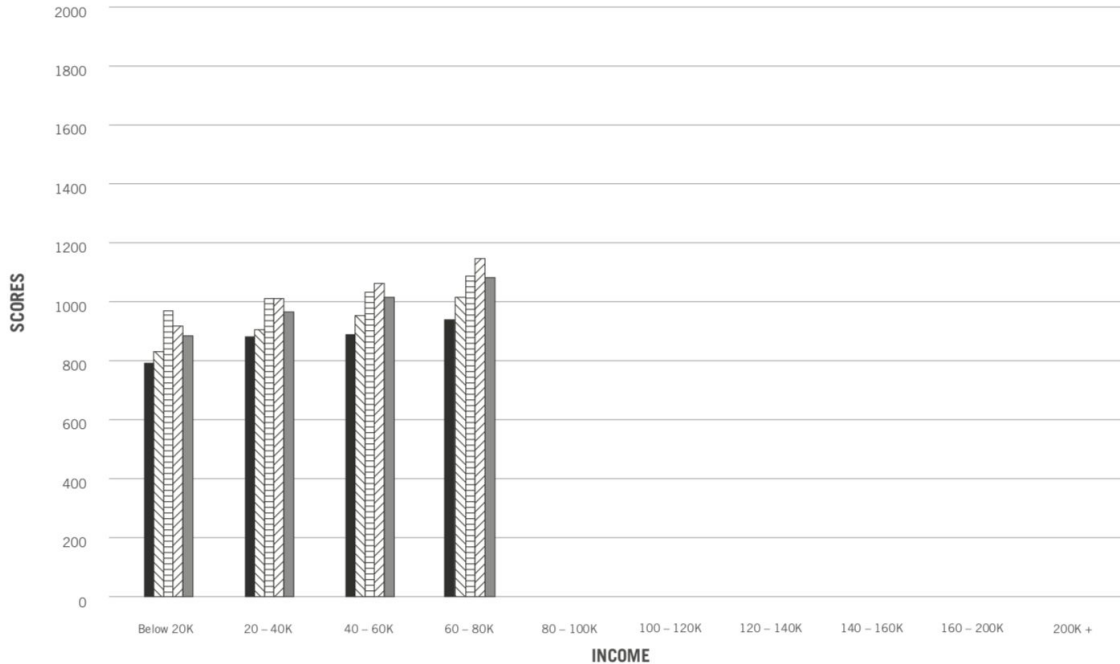
Agenda

- Welcome/Introduction- **Sonja**
- Why are we talking about this? (Local & National News) **Sami**
- Real Life Incident- **Sonja**
- What actions were taken **Sonja**
- Aftermath-Lessons learned **Sonja**
- How could this happen? Preemptive Measures **Erika**
- OSAA & Legislative action (**Sami**)
- What's Next (**Erika**)
- Q & A

AVERAGE SAT SCORES BY PARENTAL INCOME AND RACE/ETHNICITY

1998

- Black
- Latino
- White
- Asian
- All

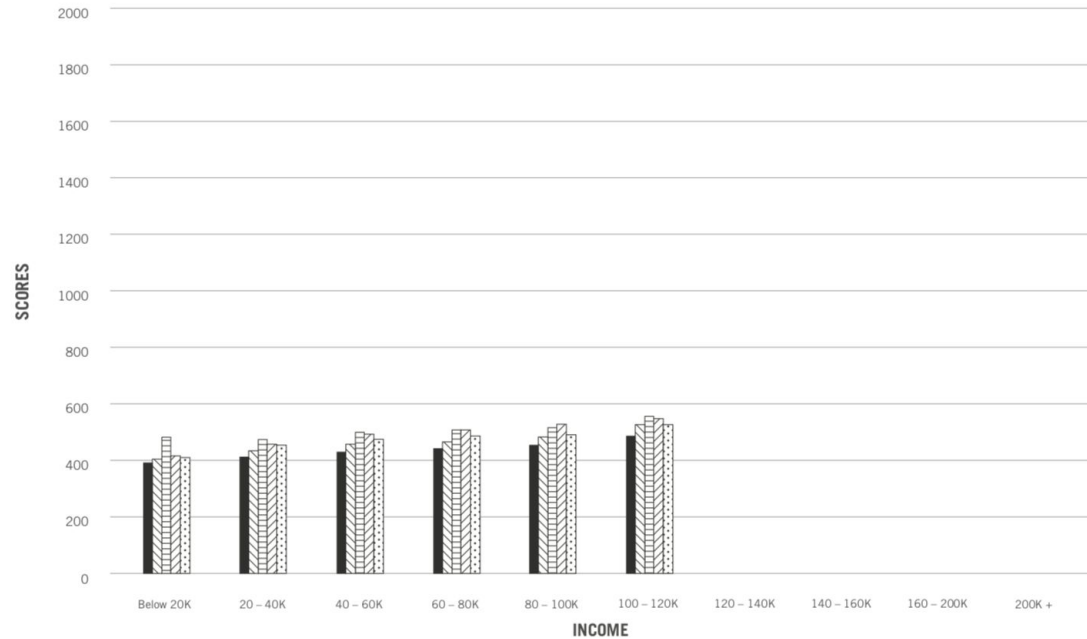


Source: National Center for Education Statistics, U.S. Department of Education. Copyright 1998.

ONE DECADE LATER

2008

- Black
- ▨ Latino
- ▨ White
- ▨ Asian
- ▨ Native Am.

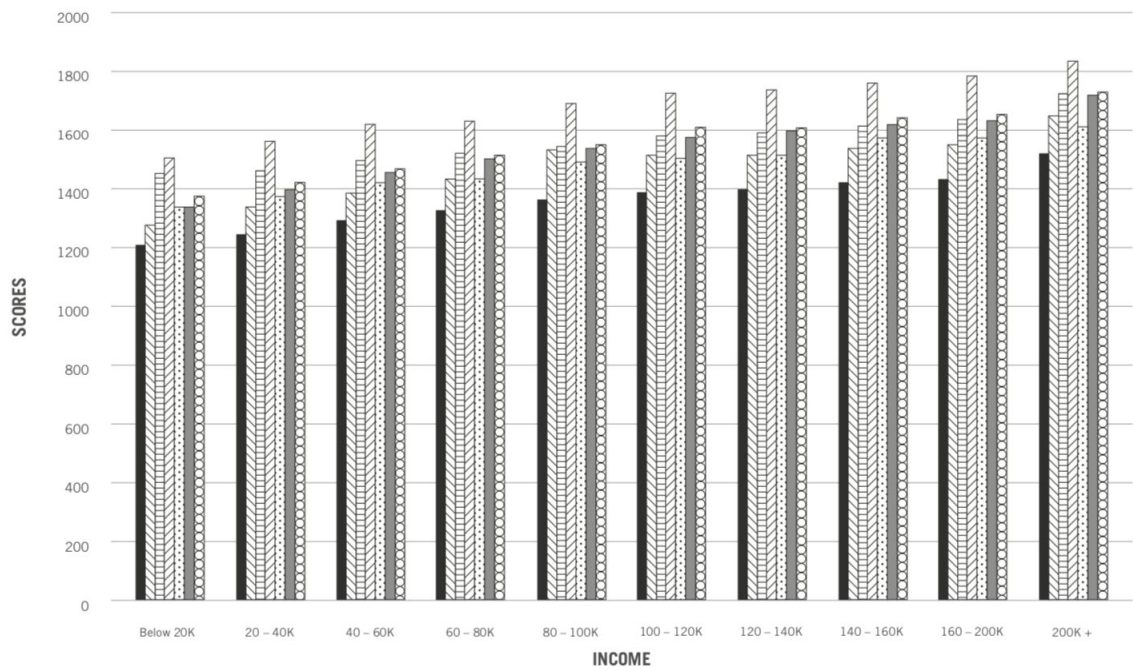


Source: *MORE Courageous Conversations About Race* by Glenn E. Singleton, Copyright 2013, Corwin Press, Thousand Oaks, CA.

RACE STILL MATTERS

2011

- Black
- Latino
- White
- Asian
- Native Am.
- All
- Other Ethnicities

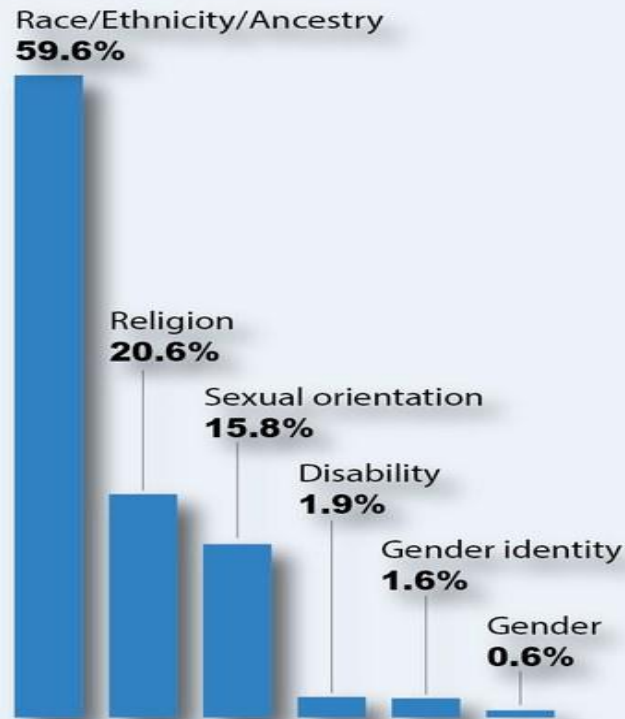


Source: MORE Courageous Conversations About Race by Glenn E. Singleton, Copyright 2013, Corwin Press, Thousand Oaks, CA.

Why are we talking about this?

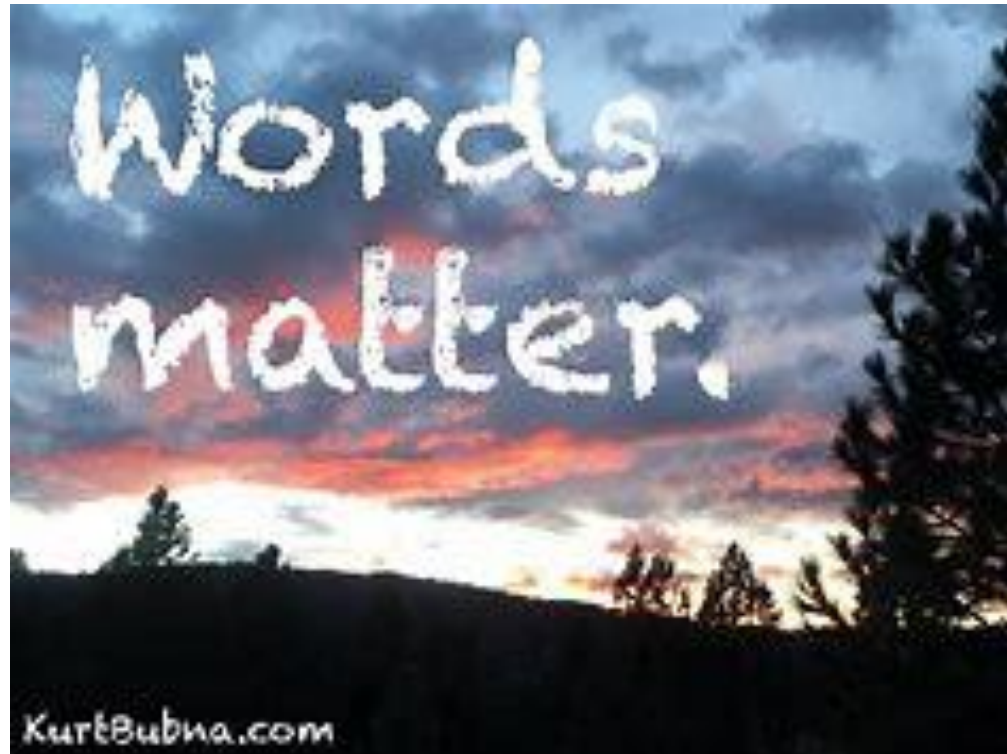
Bias Motivations

Law enforcement agencies reported 7,106 single-bias incidents to UCR in 2017. A distribution of victims by bias type shows the following biases:



Hate Crime Statistics, 2017

Racial incidents



Real Life Incidents of Racism across the US

At a football game in 2018 between 2 Georgia high schools band members were supposed to spell out the word "Broncos," but instead spelled out the word "coon."



Real Life Incidents of Racism across the US

In 2018, an Ohio High school football team had bananas sitting in their locker room when they arrived to play a local team. The student population is predominantly African American



Real Life Incidents of Racism- Oregon

Parkrose High School Girls Varsity Basketball Game at St. Helens

On January 23rd 2019 during the game St Helens students hurled racial slurs and made offending monkey sounds at the Parkrose team.



District and Community Response in Parkrose

1. District leadership was notified about the incident
2. Parents and community were informed about the incident by a district letter,
3. District leadership reached out to St Helens school district leadership to discuss the offending behavior and seek a resolution.
4. Basketball team reached out to media to discuss event.
5. Outcry from community and condemnation of event publicly in statements from Legislators and community leaders.

Community Response from local leaders

Senator Lew Frederick stated “the incident is blatant racism that we have seen explode in the last few years

Our kids deserve to have safe places to play and compete outside of school,” **Rep. Barbara Smith Warner**

Real Life Incidents of Racism- Board Response

1. Support the Superintendent, Principals, teachers and students.



Real Life Incidents of Racism- Board Response

2. Unified response regarding the incident on social media, local news and the community



Real Life Incidents of Racism- OSBMCC

3. Wrote a letter directly to St Helens School District and OSAA



District and Community Response



District and Community Response

The Parkrose School District is working with the St.Helen's School District to help repair the harm that has been done to our players. Our greatest concern is the larger issue of hatred and intimidation at athletic events when our students play in other communities. Many of our students of color past and present have shared stories of hateful language and intimidation at athletic events. We expect long term protections through the OSAA to establish a policy that has serious consequences for districts where this occurs.

Real Life Incidents of Racism- OSBMCC Response

The Directors of the Oregon School Board Members of Color Caucus

sent a letter to both St Helens SD and OSAA for 3 reasons:

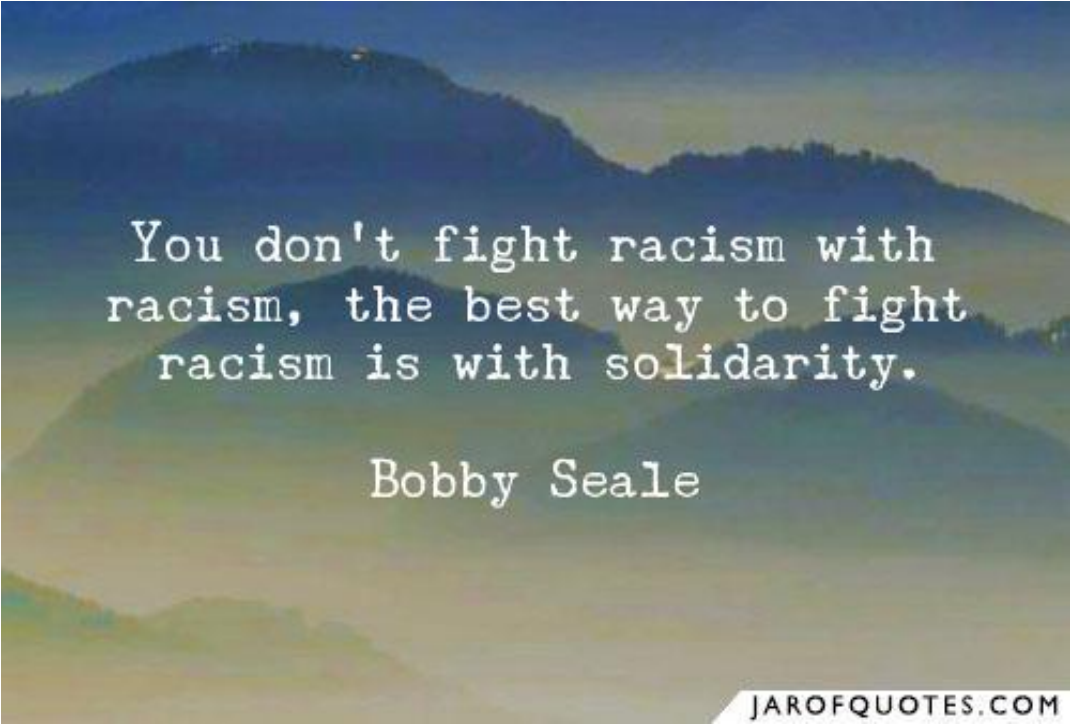
1. To condemn these acts in the strongest terms
2. To learn about actions being taken to prevent future incidents and any consequences for this team and coaches.
3. Offer our support as a resource.

Aftermath and Lessons Learned

- Put safety first
- Denounce the act
- Investigate
- Involve others
- Work with the media
- Provide accurate information—and dispel misinformation
- Support targeted students
- Seek justice, avoid blame
- Promote healing

Source: Responding to hate and bias in schools **Teaching Tolerance** download this guide, visit **[tolerance.org](https://www.tolerance.org)**

Aftermath and Lessons Learned

A quote by Bobby Seale is centered on a background of misty, layered mountains. The text is in a white, monospaced font. The quote reads: "You don't fight racism with racism, the best way to fight racism is with solidarity."

You don't fight racism with
racism, the best way to fight
racism is with solidarity.

Bobby Seale

How could this happen? Preemptive Measures

1 | Board PD around DEI

- Individual accountability
- Board Priorities
- OSBA Resources
-

2 | How is your district culture?

- Honor Diversity
- Practice Inclusivity
- “Culturally Fluent”
-

3 | Policies

- Do you have an equity policy?
- Do you operate with an equity lens?
- Questions to ask when creating policies

OSAA and Legislative Action (House Bill 3409)

Racist Incident at Oregon High School Basketball Game Prompts Bill Requiring Equity and Inclusion Policies

It spurred legislators to draft a bill requiring that schools take action against derogatory behavior displayed in sports and other activities

Bill Sponsored by:

.Rep. Janelle Bynum, D-Happy Valley; Rep. Barbara Smith Warner, D-Portland; and House Speaker Tina Kotek, D-Portland

House Bill 3409:

(A) Implements policies that address the use of derogatory or inappropriate names, insults, verbal assaults, profanity or ridicule that occurs at an interscholastic activity, including by spectators of the interscholastic activity;

(B) Maintains a transparent complaint process that:

Article about HB 3409: <https://theshadowleague.com/oregon-lawmakers-look-to-stomp-out-racism-in-sports/>

HB 3409 text: <https://olis.leg.state.or.us/liz/2019R1/Measures/Overview/HB3409>

Code of Conduct Statements

Oregon School Activities Association

2019-2020 Handbook

Rules

- 3.4. Spectator Conduct.** *The following expectations regarding spectator conduct at all OSAA sanctioned events, including regular and post season competition, are provided. Those violating or threatening to violate the following Association rules or site management spectator conduct expectations, may be ejected from the premises, issued a trespass citation, excluded from sanctioned activities temporarily or permanently and/or referred to law enforcement officials.*
- 3.4.1.** *All cheers, comments and actions shall be in direct support of one's team. No cheers, comments or actions shall be directed at one's opponent or at contest officials. Some examples of unacceptable conduct include but are not limited to: disrespecting players by name, number or position; negative cheers or chants; throwing objects on the playing surface; use of derogatory or racially explicit language; discriminatory harassment or conduct that creates a hostile environment that is disruptive to the educational environment.*
- 3.4.2.** *Spectators shall not be permitted to use vulgar/offensive or racially/culturally insensitive language or engage in any racially/culturally insensitive action.*
- 3.5. Complaint Process.** *The OSAA will sanction schools whom it has found negligent in the duties of reasonably protecting those involved in interscholastic activities from derogatory or inappropriate names, insults, verbal assaults, profanity, ridicule or engaging in behavior deemed by the member school to endanger the safety or well-being of students, employees, self or others.*

What's Next

Focus on Equity and Inclusion Training (Corvallis)

Our equity work began in 2013 with training for leadership staff and we have continued to provide **Beyond Diversity training** to staff each year. Earlier last month, we continued providing Beyond Diversity training for district staff and community partners including staff from Lebanon, Albany, and Philomath. This is an opportunity for us to support equity work across our region.

Along with our long range facilities bond implementation work, The District Equity Leadership Team Advisory (DELTA) is meeting with members of the Design Advisory Committees to share their experience as participants in the design process.

What's Next

The Parkrose Superintendent has been working in collaboration with The St Helens School District, OSAA, NAACP and OSBA to first support a restorative conversation and to forge a healthy relationship between the school districts, and create an equity policy for sporting events in the state of Oregon.

What's Next

Hillsboro School District

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QUESTIONS?