

**Equity Committee Meeting
Eugene Public Schools District 4J
Virtually, Zoom Meeting**

November 12th, 2020
4:30 pm

PRESENT: Bao Adam, Betsy Boyd, Gary Campbell, Ann Elizabeth Cole, Laura Dahill, Edward Olivos, Maya Rabasa, Eric Richardson, members; Anne Marie Levis, Judy Newman, school board; Misael Flores Gutierrez, Cydney Vandercar, Charis McGaughy, Karen Hardin, Leila Schuck, KC Clark, Oscar Loureiro, David Jacobson, Brooke Wagner, staff.

I. Welcome and Introductions

Mr. Flores Gutierrez called the meeting to order at 4:30 p.m. and welcomed the committee to the online meeting. He then announced that there would be a special presentation given that night by board members Anne Marie Levis and Judy Newman on the Student Safety Plan.

He remarked on the overwhelming want by the committee to engage in actionable items for equity, and that this was a great way to do so.

II. Eugene School District 4J School Board Presentation

Ms. Levis and Ms. Newman began their presentation. The goal for this presentation is to bring the Equity Committee into discussion about the board's goals on equity, and one of their goals is student safety. They asked the committee to join them in a work group on the topic the following week. They spoke about their desire to have the Equity Committee help them with ways to engage community voice on this topic.

On June 2nd, the superintendent and incoming interim superintendent shared their thoughts in support of Black Lives Matter, and on June 17th the board voted to eliminate School Resource Officers (SROs) in schools. Now student safety processes are of utmost priority.

The first step is to conduct a systems review to gather and understand the support and resources already available in 4J schools. They then want to look into research and examples nationwide that are working models. Community voice and meaningful dialogue and feedback is one of their biggest priorities as well.

They spoke on their goals of having the Equity Committee attend the work group the following week to dig into these safety processes and then opened the meeting up to discuss the topic.

III. Discussion

Mr. Flores Gutierrez asked the committee to begin discussion, and asked if they wished to speak if they could raise their virtual hands. The committee then took turns to introduce themselves and speak on their experience before they dove into student safety.

Ms. Cole then added that she hopes to bring some useful insights to the work group.

Ms. Levis agreed that diversity in views and experiences is of utmost importance to open a safe space to communicate thoughts, concerns, and perspectives on student safety.

Ms. Boyd then spoke about how important it is to involve students as high school representatives to their own safety to this work group. She then spoke about her thoughts about equitable outcomes and disproportionate discipline.

Ms. Newman then spoke about how important this difficult process would be to make changes.

Mr. Richardson expressed his appreciation of abolishing SROs in schools and that it's important to listen to the community over everything.

Mr. Campbell then echoed Ms. Rabasa in saying how important it is to have facilitators to lead these trainings and changes. He added that an annotation should be made for other folks in the committee with an invitation to the work group that following week.

Ms. Levis then wondered if there would be a way to frame what the specific problems are in a very clear way to focus on the solutions.

Ms. Newman echoed that the purpose of the workgroup was to cultivate as much diversity as possible in the community in terms of experiences and perspectives.

Ms. Rabasa shared her feelings on seeking out perspectives of diversity if it would be helpful to do parent outreach and creating those spaces in a safe way.

Ms. Levis then asked if anyone had an issue attending the work group on the 18th.

Ms. Newman then said she would send out an invitation to this meeting and that there would be a facilitator in attendance.

Ms. Levis then spoke about how this work is going to be challenging and difficult to do at times, but it is important to jump right in and start the difficult work.

Mr. Flores Gutierrez then reminded the group that they will be receiving an invitation to the work group shortly and thanked everyone for their contributions, and the meeting was ended at 5:45 p.m.