

## GRESHAM-BARLOW SCHOOL DISTRICT NO. 10 JT.

### District Equity Committee Meeting

April 24, 2025

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The Gresham-Barlow School District, District Equity Committee held a meeting on Thursday, April 24, 2025, in the Oregon Trail room of the Gresham City Hall at 1333 NW Eastman Parkway, Gresham, Oregon.

The meeting was convened at 5:03 p.m. Those in attendance included Interim Superintendent John Koch, Cindy Lopez-Flores, Juani Santiago, Josie Miller, Vanessa Eakin, Araceli Farias, Erasto Sedda, Haya Ismael, and Luong Nguyen.

Absent were: Angela Freeman, Michael Bliatout, Jazmin Kling, Deonna Brogdon, and Alex Vazquez-Cortes,

The Facilitator for the meeting was Dawn Joella Jackson.

1. Opening Activity:
  - a. What is something that happens in your family or culture/ community to acknowledge accomplishments?
2. Convocation
  - a. DEC Members were asked if they want to speak/ present at Convocation, the event that kicks off the 2025-2026 year for GBSD Employees
  - b. This was discussion:
    - i. Speakers for Convocation August 27 in the morning
      1. THEME: Better Together
      2. DEC front and Center
    - ii. Do you think that is a good idea? 100% consensus that this was a great idea
    - iii. Ideas
      1. Collectively hold the theme
      2. What could we do?
      3. Create a Video or Audio Mosaic about what “community” mean to you? Or What has felt inclusive in school and what has not?
        - a. Student, family, community and staff
      4. The shorter the better
      5. Make in inspirational and about unity
      6. How we are building on last year’s theme- make it apparent.
      7. Clubs and activities that bring people together
      8. Talent show- jokes
      9. Voices in different languages- How does it make you feel when you are included,
3. Overview of the Board Presentation on 3/12/25 by members of the District Equity Committee (DEC) and District Advisory Committee (DAC). DEC looked at overview of recommendations made by the DEC and DAC and ranked them by first, second, or third year priority:
  - o Create Common Graphic Signs for all our spaces (Counseling, Office, Cafeteria, Library) to meet cultural/ multilingual, ability needs of our students and families- How do families navigate our schools?
  - o Offer more trainings for staff around how we can better meet the needs of our students we are failing- integrate- core

- Equity Teams/ Student Advisories- Have DEC and DAC work together to develop protocols and norms for establishment of teams and guide for how to establish/Student Agency/ Advisories around school practice and decisions
- Address discipline cubbies, practice and protocols
- More LGBTQ2SIA presence and support in buildings
- Look at lunchrooms for space for students with disabilities to join in meals
- Humanize administration, teachers, students through welcome back videos/Intentional and planning mingling of students and staff outside of classrooms
- Examine and expand Multilingual Liaisons role as cultural brokers in attendance, intake, disciplinary meetings
- Access to bathrooms and changing space for all students (gender neutral and privacy)
- Training for staff about how create more movement throughout the day
- Positive phone calls
- Representation and Reflection of our students in our schools- arts, murals, boards, books
- More site visits to focus on bright spots (admin) study how the site made progress

The first DRAFT of the recommendations were:

Year 3	Year 4-5
<ul style="list-style-type: none"> <li>● Common Signs for all spaces across the district</li> <li>● Humanize Administration and other staff (facilities)- videos</li> <li>● Representation on murals, walls, displays, social media</li> <li>● Equity Teams- Have DEC and DAC work together to establish norms and focus of Equity Teams/ Work with Student Advisories and or DEC</li> <li>● Positive Calls and communications to families in home language</li> <li>● Creating places for students with disabilities to sit with peers at lunch</li> </ul>	<ul style="list-style-type: none"> <li>● LGBTQ2SIA+ Presence in schools</li> <li>● Access to Bathrooms and changing spaces- single use/ privacy</li> <li>● Disciplinary or timeout space that is more private - start conversation in year 3</li> <li>● Training Staff about increasing movement in classrooms- move up to year 3- a pilot fidgets in class</li> <li>● Expand and Support ML Liaisons and linguistic Support</li> </ul>

4. Highlighted the proposal from the The District Advisory Committee/ DAC about having Equity Teams in every school.
  - a. The District Advisory Committee (DAC) has done some work to develop a common expectations for Equity Team for the 2025-2026 school year. These include:
    - i. Collective construction of norms
    - ii. Bright spots, wonders tour
      1. Gather more stories, street data, videos, images

- iii. Empathy interviews- protocol and how to identify who you will interview
  - iv. Have committees present to their staff and come up with plans
- b. After looking at DAC recommendations the District Equity Committee made the following additional recommendations:
  - i. Facilitator from group sites on districtwide equity collaborative meeting: Can we get a rep from each school together to share data and make recommendations?
  - ii. Have a central group come to DEC to create alignment and accountability?
  - iii. A suggestion was made to have someone from DEC to join their meetings to give feedback
  - iv. DEC members visit different schools.
  - v. Collaboration across the district Equity teams would happen as a part of SIP
  - vi. Have Equity Teams work in their school teams to elevate problems of practice. These would be put on a list and collective problem solving would happen, then the group would report out how they were resolved
  - vii. Each high school in the district would form an Equity Team and a Student Advisory that would work together on Problems of Practice. These Advisories would be facilitated by a DEC student leader.

5. There being no further business, the meeting was adjourned at 7:03 p.m.

Submitted by: Dawn Joella Jackson