



SOUTH COAST

EDUCATION SERVICE DISTRICT

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A Resolution of the South Coast ESD School Board Of Directors Committing To Racial Equity

In 2018, SCESD adopted a comprehensive equity lens to eliminate systematic barriers and create equitable environment for our staff, students, families and community. The commitment to equity includes both a guiding statement and questions that will help to ensure that the organization has thoughtfully considered potential equity issues and barriers in its approach to all its work.

Commitment to Equity

SCESD is dedicated to addressing the equity needs for all people, especially those in underserved demographic groups and protected classes. Providing equity to our stakeholders means that all people regardless of age, education, ethnicity, language, income, physical limitations or geographic barriers will have access to the same opportunities offered by the organization.

Key Questions

To ensure that our decisions, systems and actions will address the following key questions before implementation:

Purpose

- Does the opportunity allow for similar outcomes for all groups?
- Does the action have the supports needed to be success in all environments?

People

- Have you included people from all walks of life?
- How do you address the barriers that each might face?

Process

- Are there any access barriers?
- Have you created a way to determine if all systematic barriers were identifies, addressed or removed?

In addition, the South Coast ESD has worked to achieve educational equity over the last several years with initiatives including:

- Establishing an equity lens to include all people regardless of age, education, ethnicity, language, income, physical limitations or geographic barriers but especially those in underserved demographic groups and protected classes.
- Operationalizing and implementing an equity plan with three years of planned activities and mechanisms to critically analyze our current organizational system,
- Developing organizational policies and practices around equity and access and
- Working to elevate equity in partner districts and in the community by providing and/or supporting professional development on critical equity concepts.

However we also recognize that the district has not done enough to combat racism or proactively address racial equity and as a result, our Black, Indigenous and People of color still regularly experience racism in our schools.

We also acknowledge that incidents of racism are happening not just in other parts of the United States, they are happening right here. Racial disparities in social, health, economic, legal, and academic outcomes exist in Oregon -- and they exist in Coos, Curry and Western Douglas Counties.

Now, therefore be it resolved on this day, December 8, 2020, by the Board of the South Coast Education Service District, that, the district condemns racism, racial violence, white supremacy, hate speech, and bigotry in all forms inside and outside of our schools; and will:

- Work to ensure that **racial equity** is addressed in our district and community through the equity plan while empowering Black, Indigenous and People of color;
- The board commits to adopting a **hate speech policy** during the 2020-2021 school year;
- The district affirms the value and importance of developing a **racial equity framework** that includes:
 - a culturally responsive pedagogy and instructional practices, and
 - a curriculum that represents the diversity of our community, state, and country and
 - accurately honors the contributions of historically marginalized communities, and we acknowledge our current curriculum does not achieve that yet;
- We commit to using a **racial equity tool** to guide our practices and district initiatives;
- The district believes that having a diverse staff provides significant value to students of Black, Indigenous and People of color will continue to work towards a more diverse workforce.
- We commit to developing goals, corresponding activities and assessment mechanisms for each of the above named items.

Glossary of Definitions

Racial Equity: when race does not determine or predict the distribution of resources, opportunities, and burdens for group members in society.

Racial Equity Framework: An understanding of the root causes of racial disparities, an analysis of the structures that perpetuate these disparities, and the ability to deploy critical strategies to undoing those structures (i.e. community self-determination, shifting power, etc....) in order to replace them with structures that produce equitable outcomes.

Racial Equity Tool: A set of strategies, procedures, and resources designed to integrate explicit consideration of racial equity and that can be implemented and applied throughout organizational policy, procedures, and operations to ensure/drive equitable process, impacts, and outcomes.

Hate Speech Policy: As part of the All Students Belong initiative, all school districts who accept public funds must prohibit the use or display of any noose, swastika or confederate flag on school grounds by any program, service, school or activity where the program, service, school or activity is financed in whole or in part by moneys appropriated by the legislative assembly except where used in teaching curriculum that is aligned with the Oregon State Standards.

Signed *Bielle Reeves* Date 12/10/2020
Board Chair, SCESD

Signed *C. J.* Date 12-9-2020
Board Vice Chair, SCESD