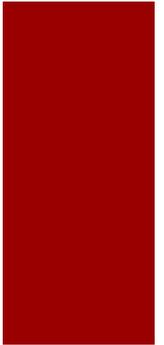
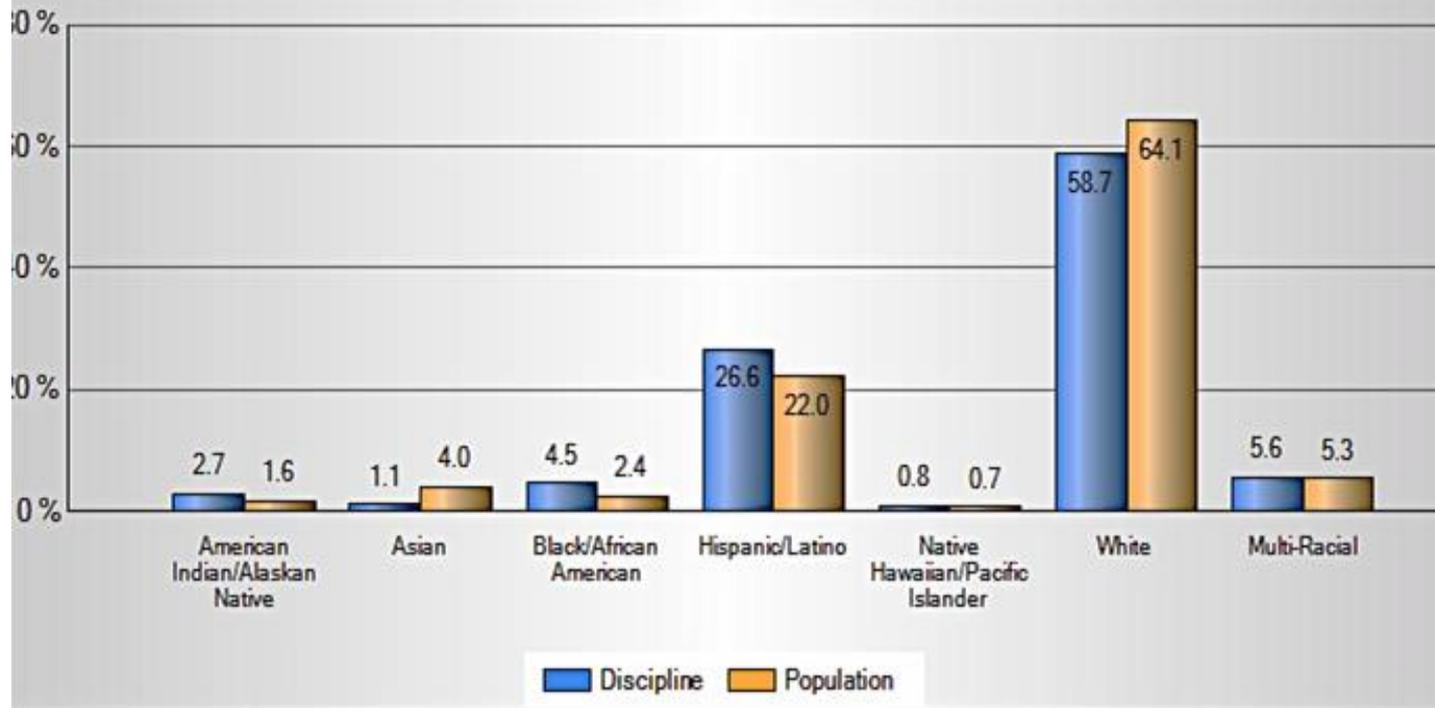


Oregon Commission on Black Affairs (OCBA) / Oregon Advocacy Commission Office (OACO) / Oregon Department of Education (ODE) / Governors Office of Diversity and Inclusion

Addressing the Disproportionate Discipline Problem in Oregon Public Schools using Restorative Justice



Race & Ethnicity Group Comparison



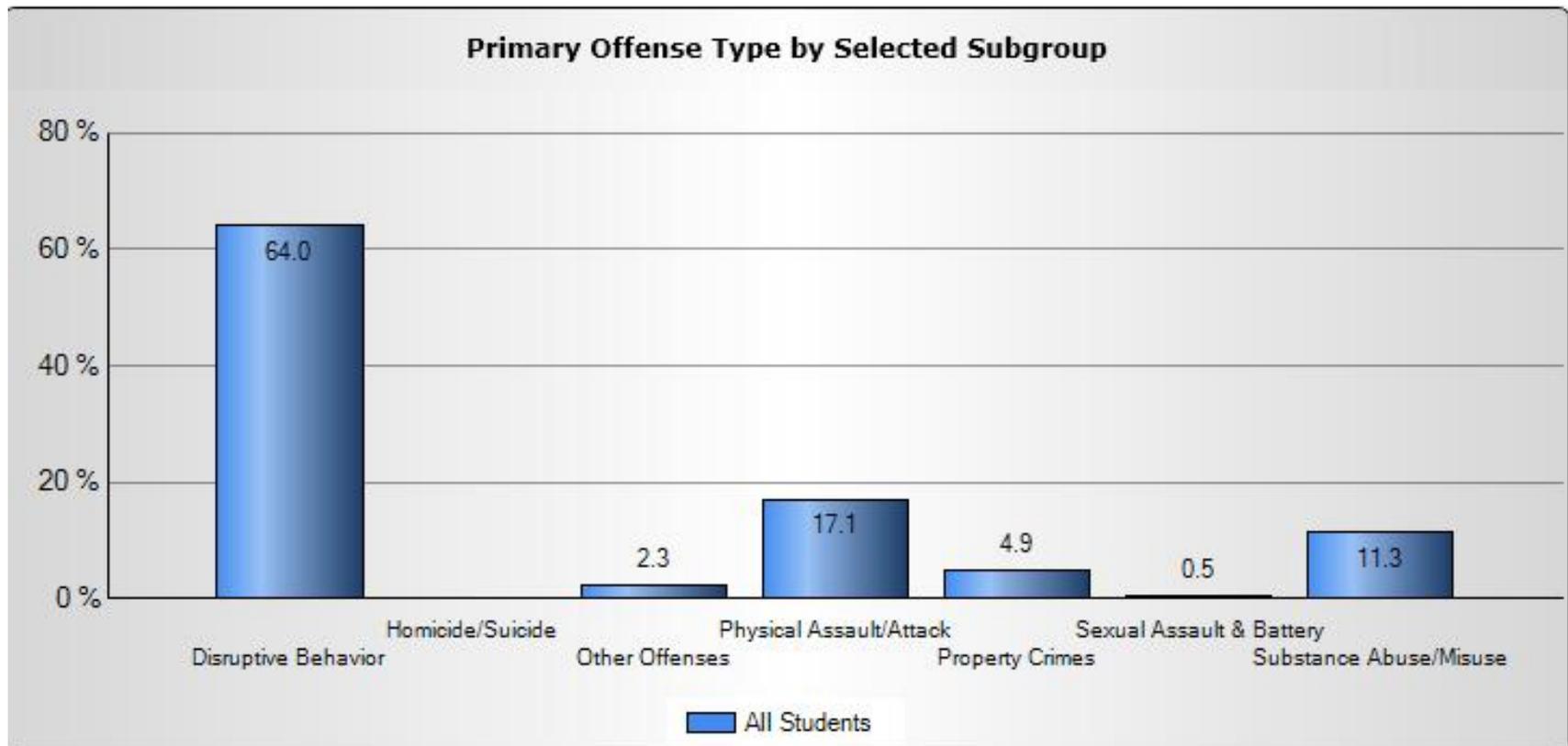
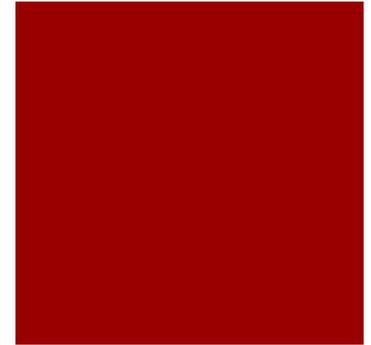
Oregon Data Explorer

Race and Ethnic Group Comparison throughout Oregon

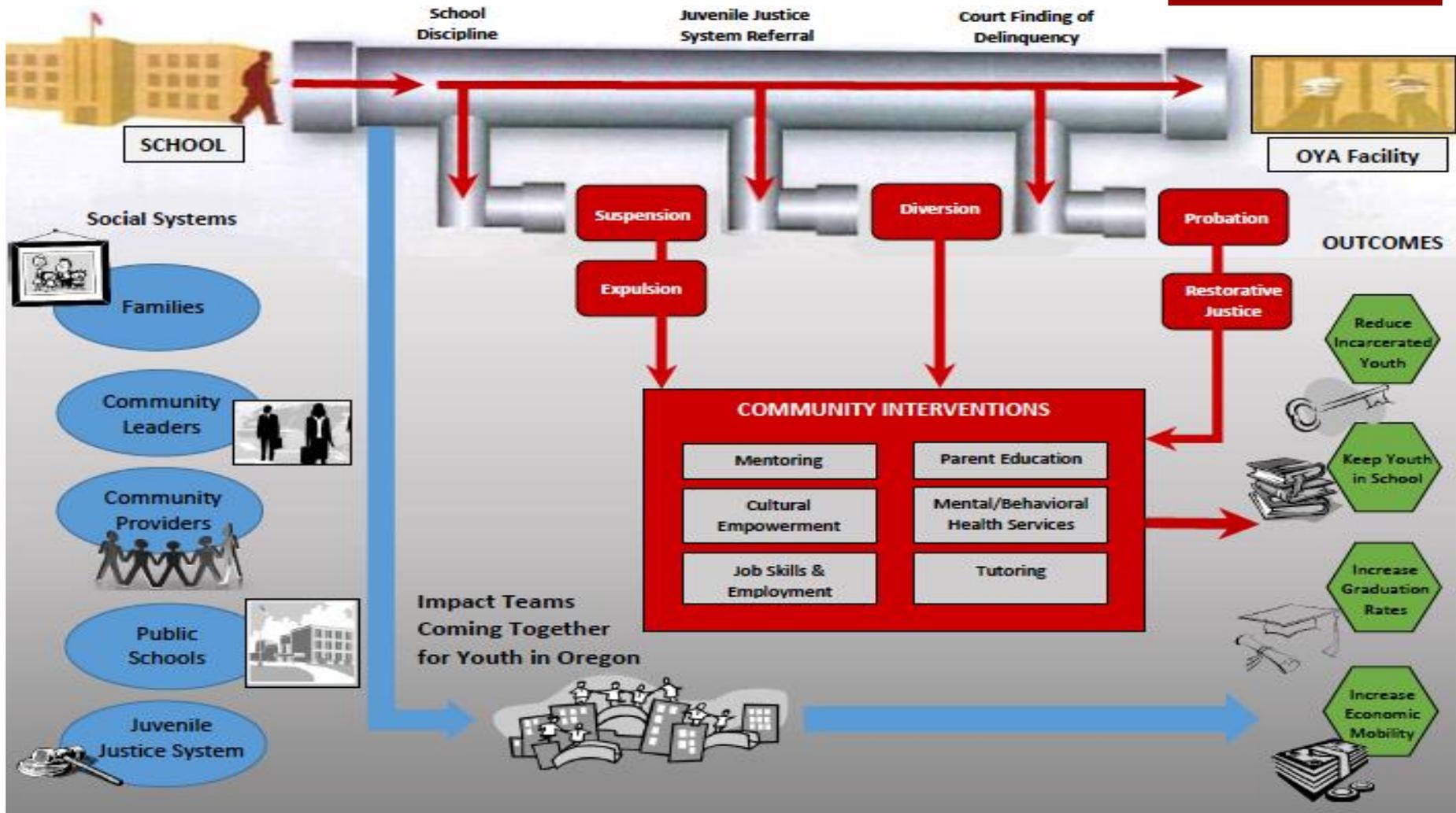
<http://www.ode.state.or.us/apps/Navigation/Navigation.Web/default.aspx#/Discipline>

Types of Discipline

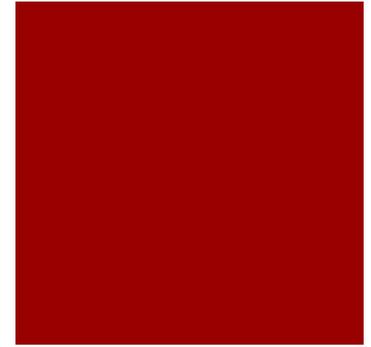
Disruptive behavior – repeated refusal or failure to comply with directions or the instruction of a staff member.



School to Prison Pipeline



Societal Costs



- It costs the state of Oregon \$56.75 per day or \$10,000 a year to keep a student in school; it costs \$84.81 per day to house an adult inmate or \$31,000 a year; and finally it costs the state \$263 per day to keep a child in the juvenile justice system or \$90,000 a year.
- Students that drop out of school, due to repetitive discipline, suspension, and expulsions report worse overall health and rely more heavily on Medicaid assistance, which costs the state \$200 million annually.
- Students that do not graduate high school earn \$260,000 less over a lifetime and contribute \$60,000 less in federal and state income taxes, which amounts \$200 billion in lost federal tax revenues and \$173 million in lost state tax revenue.
- Oregon had the worst 2013 graduation rate in the nation with only 69% of students graduating. African American students drop out rate was 6.01% in the 2013-2014 school year, which is double the rate of their white peers.

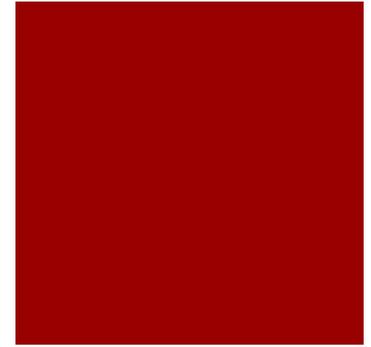


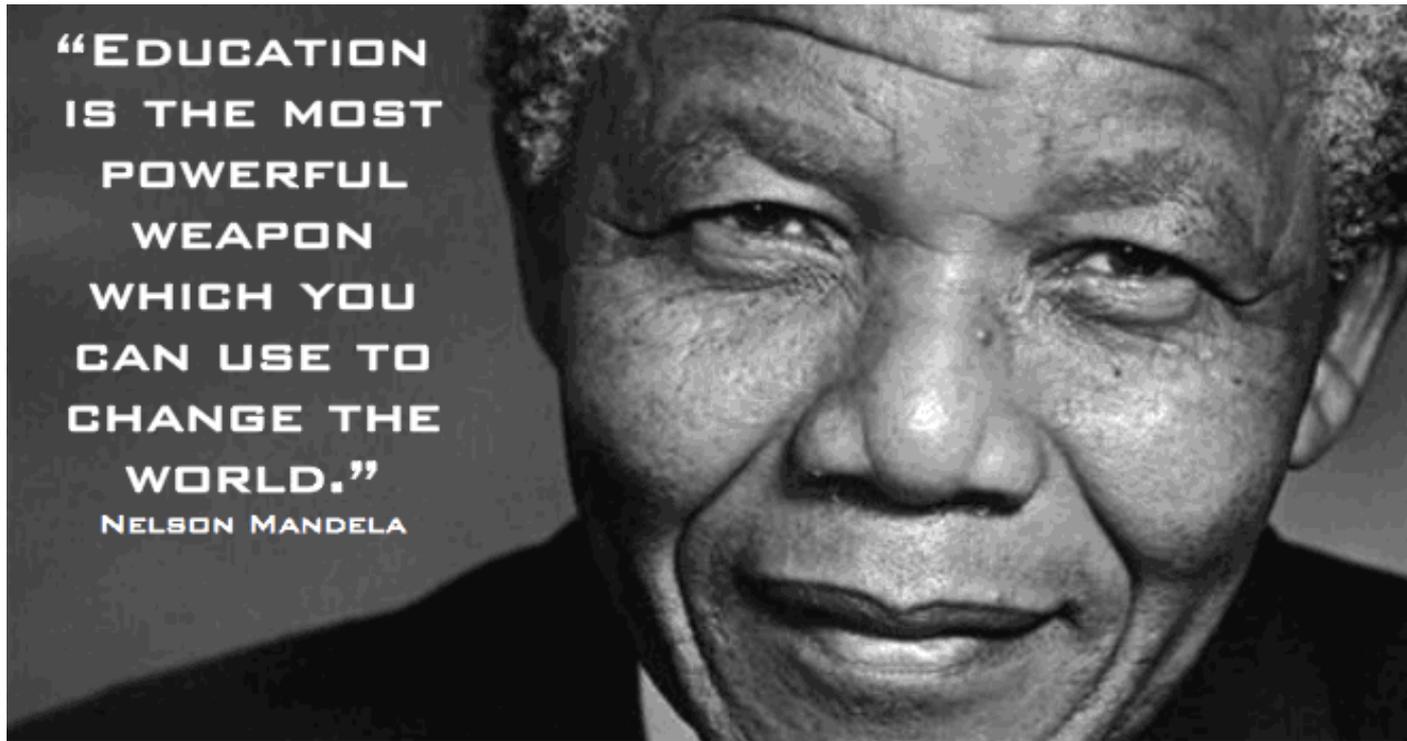
What is Oregon presently doing to address this issue?

O.R.S. 339.250 – weakened zero tolerance laws

Implicit Bias

- Implicit biases are deeply seated attitudes that operate outside conscious awareness – that may even be in direct conflict with a person's stated beliefs and values.
- Implicit biases involve time periods of quick, unconscious, and ambiguous decisions. In the school setting these time periods are called vulnerable decision points.
- Evidence indicates that cultural training does not shift implicit biases.
- Emerging research demonstrates restorative justice may counteract implicit biases because it removes vulnerable decision points from teachers and administrators.





RESTORATIVE JUSTICE

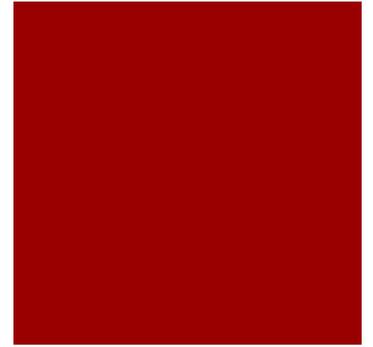
Restorative justice is a dispute resolution technique that is focused on the belief that those affected by a harm can work together to repair it and that this collaboration leads to true accountability.

Why restorative justice should be adopted?

- Schools that have adopted restorative justice have experienced decreases of up to 89% in suspensions, reductions in failing grades, and a decline in law enforcement referrals by up to 70%.
- Restorative justice teaches social emotional intelligence; builds community and relationships, referred to as social capital; and increases the schools community's ability and capacity to communicate and address challenges, referred to as human capital.
- Restorative justice has been widely successful in the juvenile justice system.

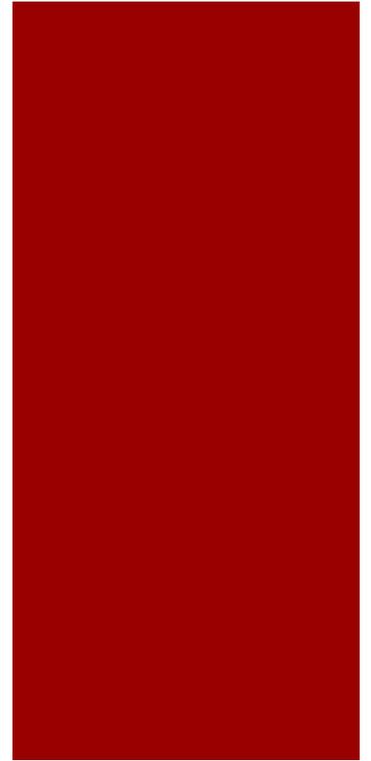


Brown v. Board of Education



- “To separate them from others so similar in age and qualifications solely because of their race generates a feeling of inferiority as to their status in the community that may affect their hearts and minds in a way unlikely ever to be undone.”

– Chief Justice Earl Warren



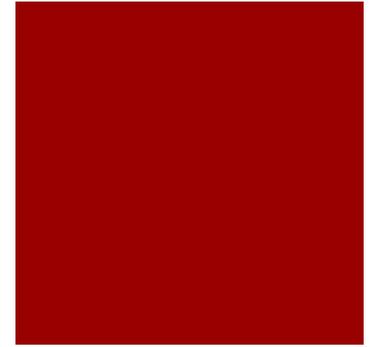
Brian Allard

ballard@willamette.edu

Willamette University College of Law

J.D. Candidate May 2015

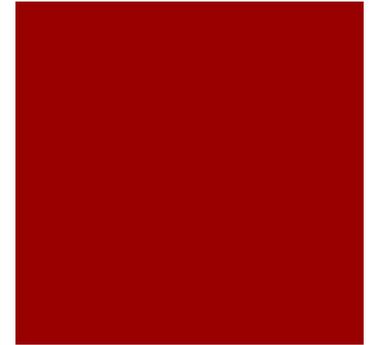
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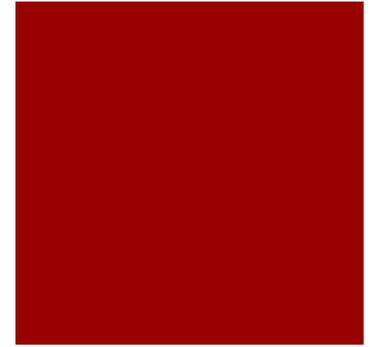
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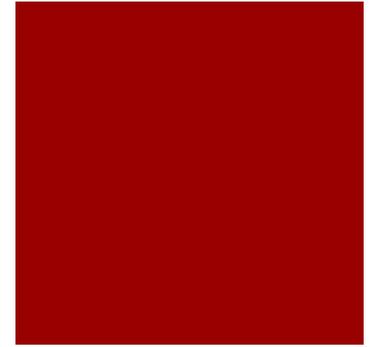
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