

**African American Black Student Success Plan  
Advisory Group Meeting Minutes  
April 5<sup>th</sup>, 2019 | 9:00 a.m. – 2:00 p.m. | Oregon Department of Education**

**Meeting Scribe: Ana Salas**

**PARTICIPANTS**

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Frank Hannah Williams | <input checked="" type="checkbox"/> Shelaswau Crier          | <input type="checkbox"/> Dr. Paul Coakley                     |
| <input checked="" type="checkbox"/> Iris Bell             | <input checked="" type="checkbox"/> Dr. Yvette Alex Assensoh | <input type="checkbox"/> Tony Hopson, Sr.                     |
| <input checked="" type="checkbox"/> Joyce Harris, Chair   | <input checked="" type="checkbox"/> Dr. Reginald Nichols     | <input type="checkbox"/> Ron Herndon                          |
| <input checked="" type="checkbox"/> Joe McFerrin          | <input checked="" type="checkbox"/> Donell Morgan            | <input type="checkbox"/> Zahra Abukar                         |
| <input checked="" type="checkbox"/> Kali Ladd-Phone       | <input checked="" type="checkbox"/> Djimet Dogo              | <input type="checkbox"/> Nkenge Harmon Johnson                |
| <input checked="" type="checkbox"/> Kendra Hughes         | <input checked="" type="checkbox"/> Earlean Wilson-Huey      | <input type="checkbox"/> Ben Cannon –Veronica Dejon-<br>Phone |
| <input checked="" type="checkbox"/> Laurie Wimmer         | <input checked="" type="checkbox"/> Tim Logan                |   |
| <input checked="" type="checkbox"/> Lillian Green         | <input checked="" type="checkbox"/> DL Richardson            |   |
| <input checked="" type="checkbox"/> Mark Jackson          |  |   |
| <input checked="" type="checkbox"/> Dr. Markisha Smith    |  |   |
| <input checked="" type="checkbox"/> George Russell        |  |   |
| <input checked="" type="checkbox"/> Cynthia Richardson    | Members not present  |   |
| <input checked="" type="checkbox"/> Renee Anderson        | <input type="checkbox"/> Abdi Jamac                          |   |

Item	Discussion	Action
<p><b>Welcome</b> Chair Joyce Harris</p> <p><b>New Business</b></p> <ul style="list-style-type: none"> <li>• Review and Approve Minutes from 2/1/19</li> <li>• AA/BS Advisory Group Members and EDI Staff introductions</li> <li>• EDI Updates</li> <li>• Equity Bill Updates</li> <li>• Grantee Progress Presentations and New Fiscal Year Requests</li> <li>• Funding Model 2019-2021</li> <li>• Community Announcements and Updates</li> </ul>	<p>Chair Joyce Harris started the meeting going through attendance. She is going to open up with EDI updates. Dr. Tufuku introduces Amit Kobrowski and his part with social science knowledge. Dr. Tufuku and Carla also talked about the new Director of Equity, Diversity and Inclusion and the feedback they have received.</p>	
<p><b>Approve Meeting Minutes</b></p>	<p>February Minutes will be approved next meeting along with the April minutes.</p>	
<p><b>AA/BS Advisory Group Members and ODE Personnel Introductions</b> <i>Advisory Group</i></p>	<p>Introductions were made of all advisory members and staff present.</p>	

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<p><b>EDI Updates</b></p>	<p>Darryl talked about the new Mayor of Chicago, who is the first black and lesbian mayor of the city and other equity events around the United before talking about the DEIEC (Diversity, Equity, Inclusion, Employment Committee) that is made up from folks from different offices. There is also a Mission Control group that has happened since Carmen came. This is leading up to a deep dive that all offices will be going into equity in December and doing a deep dive into issues like microaggressions, discourse 1 and 2 and white fragility. This will eventually lead to different offices creating Equity Committees so that there will be equity throughout of ODE. This will be expanding out into the districts too.</p> <p>Amit Kobrowski and Kendra will be informing the equity work in Ethnic Studies. Dawnnesha and Beth have also created a DACA toolkit. Joyce Harris will be the main speaker at Lane Community College and Darryl and Carla will be there doing presentations and workshops. Cynthia Richardson will also be at an event at Benton Community College and Darryl will also be there. These are some of the ways ODE is being active in events around the community and updates with EDI. Darryl will also be involved with Mente, a Latino event at Linfield college.</p> <p>Carla talked about how Carmen had finished EDI staff interviews for finding the new Director and that we have a timeline for the position description that will be finalized in the next couple of weeks and that we will have someone onboard sometime in July.</p> <p>Joyce talked about the African-American Student Conference where they try to bring 360 students together and mentors are linked up to students. There are activities for the boys and girls before they are all brought back together. It is at SEI on May 23<sup>rd</sup> from 8:30-230pm.</p> <p>There are two AAYLCs going on. There is one in Linbin and one in Eugene from 9-1pm. REAP is also hosting it's Black Female Challenge at Northwest Natural in Downtown Portland. It is on April 9<sup>th</sup> from 9-2pm. Carla mentioned that the NAACP is doing an event in Eugene.</p>	
<p><b>Grantee Progress Presentations and Updates</b> <i>Advisory Group and ODE</i></p>	<p>Tashia gave an update on the grantees and asked for the three things; What the indicators where, if the indicators shifted why and how much funding they'd be asking for next year. 5 submitted paper copies and some submitted videos and PowerPoints.</p> <p>Tashia presented on Medford and Lane County and talked about the number of students the programs were serving. Joyce asked if we could get a more precise number so we can get a more accurate representation of who is being</p>	

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	<p>served. Lillian asked about how long the duration the programs were and that duration of service would be helpful.</p> <p>The duration of service was asked about by Lillian and if we could compare the cohort of students we are serving with best estimates of African-American Students in the State of OR and going into the types of services and focuses and comparing it with the other Equity Bills. She said we need best practices in a plan.</p> <p>Iris said we do have the initial information from the original plan and that we can align it with the parameters and where we are currently.</p> <p>Joyce said as it moves down the road we need to about the impact of HB 2016 on students. Talking about which students were served and the impact.</p> <p>Tashia talked about how they've been talking to Sara, Carla and Darryl and figuring out how things should be measured, what success means and how it applies to different scopes of work and what the impact is. Also whether EDI would work with RMC again or a University who EDI could work more collaboratively with. Tashia also talked about how phase 1 were pilot programs where phase 2 are expansion programs. The question was asked how can we do an impact analysis on the work in phase 1? We are looking at the way we can do a qualitative analysis. What would RFP look like? What would be our timeline?</p> <p>Tashia said we are starting conversation with internal ODE researchers too so that there will be 2 levels of data.</p> <p>Iris said some of the the data is already there in the work that Brian Reeder did for the original bill.</p> <p>Joyce mentioned how it reminded her of the Pathways Summit at OSU. She said that Allison Davis at the African-American conference in Eugene talked about how the HB 2016 Plan has impacted and informed the work they are doing. Joyce said at some point we need to bring in OSU and the Higher Ed folks. Who else is being impacted by the plan the Advisory Group developed. She talked to Dorian Smith who is leading Pathways at OSU and that he should come and speak to the group. Joyce said it was important to look back at the work that was done successfully and already put in place.</p> <p>Joe asked if we could see how the data relates to the original indicators on the original bill? It was providing data in the Bill</p>	

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	<p>that made the Department of Justice back off from questioning the Bill.</p> <p>Joyce questioned that we don't serve the entire State so it might not be possible to match it up with the State numbers. Lillian suggested representing by doing it by a percent.</p> <p>Joyce asked if Joe would like to make a formal request. He said yes.</p> <p>Joe made a formal recommendation for a request of the data up to the 2017-2018 school year as it relates to HB 2016 and discipline.</p> <p>Shelaswau asked for an amendment in regards to tracking. Joyce said they should hold off on that for now so that the request is clear. Tashia said he'd ask the data team if it is possible to track.</p> <p>In the packet Tashia gave out there were the parent letters of support as well as how much money each of the grantees were asking for Medford and Ashland School Districts.</p> <p>Tashia gave a document on what SPACE was presenting and on funding. Iris asked if it was a continuation of funding on why the document had 18-19 and 20-21 for funding they believe they'd need to continue. Darryl asked if they are keeping the same parameters, they said they are.</p> <p>It was asked if Lane County ESD was a grantee. Tashia said Lane County ESD is a district that is one of the grantees.</p>	
<p><b>Working Lunch : Grantee Presentations Q&amp;A</b></p>	<p>Grantee talked about Space and gave out a handout.</p> <p>Joe asked for clarity in the forms and Carla said that is what we are doing.</p> <p>Bars to Bridges document was presented by Tashia and they had a video that was shown about their program.</p> <p>Elevate Oregon presented a video to the Advisory Group. There was also a supplemental PowerPoint with quotes from the parents, teachers and students.</p> <p>Next Tashia presented IRCO's packet and video.</p> <p>SEI and POIC were presented next by Tashia, they also had a PowerPoint. The two organizations work in conjunction with one another.</p> <p>Iris asked how they are building the post-secondary support? Since it is currently not being funded in HB 2016. Tashia said</p>	

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	<p>there are byproducts of secondary support as well such as college tours.</p> <p>Iris asked if they do the historical black college tours and Joe said that is correct, that POIC does the historical black colleges tour and works mostly with Night Schools in helping to build confidence.</p> <p>Tashia presented Lane County's document next as well as the NAACP packet since they work in partnership with Lane but are working on different indicators. Because of this the expansion in NAACP indicators is changing because they want to change what they are doing with HB 2016 dollars. Members asked if there was permission to use 2016 dollars. Shelaswua wanted more information. Iris wanted to know the makeup of the students in the schools.</p> <p>Lane County is covering rural and more metropolitan areas and supporting high school students while the NAACP is more focused on early education.</p> <p>Shelaswau asked about the difference in Year 1 and 2 with Lane and Year 1 and 2 with the NAACP, given the NAACP one didn't specify what the difference was between the two separate amounts. Joyce asked that ODE clarify the differences in budgets that Grantees give. There wasn't clarity on where the funds would be going or coming from. Shelaswau requested more information from them.</p> <p>Joyce said grantees and ODE need to be clear with funding and budget.</p> <p>Tashia spoke about the importance of getting the information when it is requested so that there is time to review the documents and time for oversight and questions. Tashia said moving forward we will be reviewing</p> <p>Why would there two separate budgets if there is only 1 recipient? Lane ESD was the sole recipient of the bill and gave some of their funds for their work with the NAACP. Shelaswau asked if we could request more information since NAACP is on the grant and that their programs aren't showing up.</p> <p>Tashia presented the REAP document and video and Mark talked about how it was an overall growth goal.</p>	
<p><b>Equity Bill Updates</b></p>	<p>Carla talked about updates on process and how we are looking for specific forms for grantees so that we are capturing the same type of information for each of the grants.</p>	

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	<p>Carla said part of the goal with this is to create relationship with those who are committed to each particular mission.</p> <p>Kendra asked that one of the problems was getting funding for reimbursement for travel and how that has hurt getting a diverse array of voices on Committees.</p> <p>Carla said we are looking at all of that because we are looking for representation within all of the State of Oregon.</p> <p>Earlean asked if ODE is using technology so people can Skype in? Carla said we are.</p> <p>Lillian asked if we could have more meetings outside of the ODE building? Carla said that at least 1 or 2 in a different venue might be a possible option.</p> <p>Mark asked if it would be possible to fund members to go and do site visits to learn from others and what they are doing. Carla said that is a possibility.</p> <p>Joyce asked what the hierarchy is at ODE? Carla replied and explained that it starts with the Governor and after is Colt, next is Carmen and after Carmen is Dr. Tukufu and after him is Sara and Carla.</p> <p>Iris asked clarity about Colt's title since it says Director, Carla clarified saying he is the Deputy Superintendent but he is called the Director.</p> <p>Joe asked about SB 692 (Directs YDD to develop a youth reengagement system) and HB 2939 (prohibits use of mechanical, chemical and prone restraint in public education programs) and that is coming through Youth Development arm of ODE, how would we get our voice heard at the table? The bills relate to re-engaging students who have dropped out or are in danger of dropping out.</p> <p>Iris said that the best thing would be to get in contact with YDC and how what they have learning from is how other states have done it, like in WA where students can come back where in OR they aren't allowed back in. Bill Hansel is the one leading the work.</p> <p>Kendra asked if Colt established SB 12 (establishes an inclusive schools pilot program) have an Advisory Committee with it? Darryl said yes HB 2897 (establishes early childhood equity fund) was talked about. Lillian since it provides culturally specific programs.</p>	

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	<p>Iris asked to make sure that all the culturally specific groups get funding and that the 2% needs to be done of getting the funds out of the Bills.</p> <p>Iris said a lot of the Bills will be coming back to ODE after they pass to get implanted.</p> <p>What does post-secondary success look like is what one of the grantees asked. Iris qualified it is related to black students at the community college level and the 4 year college level. It was also related to get African-American teachers into the communities from the college level.</p>	
<p><b>ODE/EDI &amp; AA/BS Remaining Questions and Discussion</b></p>	<p>Iris asked about the RFP and Darryl said they are working on the RFP and hope to have something by July related to it. Carla said they are working on wording, committee membership and funding and sending it out to the Advisory Group for review to ideally make July 1 happen.</p> <p>Joyce brought up that currently the appointments run through June 7. Carla said we'd get information before that so that there is answer on the Advisory Committees. Joyce said that she wanted to be clear to ODE that there Advisory Group is not a target. Iris clarified that the Committee exists because of the Legislature and Joyce said it was due to structure, terms of service, etc.</p> <p>Carla said the expectation would be that they have to be up to speed on what is going on in the Advisory Group.</p> <p>Iris asked ODE to identify funding that is coming out of Future and current education funding bills to address the Advisory Group's work plan.</p> <p>Lillian said we haven't been funding early education and post-secondary education. Iris said we want RFPs out of those.</p> <p>Joyce said that she expected that next meeting would be the minutes from the February meeting and this current meeting.</p>	
<p><b>Community Announcements and Updates</b></p>	<p>Cynthia Richardson announced that COSA has created in Equity Board to lobby this Tuesday. She said she'd be happy to take any talking points. Colt has created a committee for civil rights so COSA, OSBA, OSAA and State Board are creating an action plan to stop the racism that students have been experiencing, especially at sporting events.</p> <p>Darryl said that they've increased over time and it hasn't just been academics but athletics. One of the grantees talked</p>	

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	<p>about how many of the schools treat it as normal bullying rather than racial bias. Cynthia said many parents come directly to their office and they go out with parents to go out and teach when those incidents happen.</p> <p>Earlean asked if there is data on the website but Darryl said we don't have a data set on it yet. D.L. said a lot of it is being proactive and that so often it involves talking to after incidents when we need to address it before it happens with staff.</p> <p>Joyce said that with how things are going federally more schools feel they don't have to uphold federal civil rights laws since it won't be enforced. Joyce mentioned how one of the committee members felt like harassment didn't have to be addressed and she had to call them out but we did eventually get it written in the laws. Joyce talked about how we need to go back to the old ways of enforcing trainings and settlements like what she had done with Kendra.</p> <p>Cynthia talked about how we need to empower students to report and Kendra said we haven't equipped them to do that. Winston is going to address this at the AAYLC that Salem is doing so that kids will know how to protect themselves.</p> <p>Joyce said the staff needs to understand that they are responsible for reporting that if a student comes to them. She said this committee can increase the reporting, follow up and follow through.</p> <p>Carla talked about the federal government and how the onus is now on the school and students since the federal government isn't reporting.</p> <p>Lillian talked about going through the education system and having death threats against her during high school from hate groups and how all the school did was move classes and have the student right letters. She knew she wasn't safe from the school not enforcing. Since it could be the student who is part of the hate group or one of his friends. Lillian said she hopes the schools will give the support to interrupt the hate and clearly and publicly stand against it.</p> <p>Zahra talked about the experiences of discrimination the refugee students who Space members help and what they have experienced as well as her own experience coming from Alabama and the racism there.</p> <p>Markisha was welcomed as the new member and the meeting was adjourned.</p>	



<b>Item</b>	<b>Discussion</b>	<b>Action</b>
Adjourn		

Next Meeting: June 7, 2019