

RESOLUTION 2023-06

EUGENE SCHOOL DISTRICT 4J BOARD OF DIRECTORS

Urging the Oregon School Boards Association to Diversify its Workforce

Whereas the Eugene 4J School Board as individually elected members and as the governing body for the Eugene School District 4J, is committed to providing safe learning environments; meaningful, equitable and highly effective instruction so that all students thrive socially, emotionally and academically; and to reduce the disparity of outcomes for students of color and students with disabilities;

Whereas the vision, values and equity stance of the Eugene School District 4J is “every student is connected to community and empowered to succeed,” and is guided by the values of “equity, excellence, and choice,” and “in every decision made by the board it is important to consider equity and the impact on students and families, especially those in underserved demographic groups and protected classes”;

Whereas systemic racism has plagued our nation for over 400 years and is evident in national, state and local institutions, including public education;

Whereas the school board members have resolved to play a vital role in committing to learning to recognize and combat implicit bias and overt racism;

Whereas the Eugene 4J School Board has resolved to identifying and correcting practices and policies that perpetuate institutional racism in all aspects of the functioning of the school board and school district;

Whereas the Eugene 4J School Board is committed to leading as an exemplar in advancing equitable recruiting and hiring practices to ensure diverse representation in educational institutions;

Whereas the Eugene 4J School Board represents the interests of the 6th largest school district in Oregon and is committed to using its position to address systemic racism, not solely leaving the mission of advancing opportunity for people of color only to those of color;

Whereas important and finite district resources including time and treasure are allocated to the Oregon School Board Association charged with advocating on behalf of school boards across the state;


Now, therefore, be it resolved that the Eugene 4J School Board is committed to holding the association to which it belongs accountable to similar high standards of examining their processes, hiring practices, trainings and equitable decision-making that the district adheres to in its own practices.

Further, be it resolved that the Eugene 4J School Board commits to pressing the Oregon School Boards Association for clear transparency on the equity tool the association uses to apply to decisions and counsel the association provides to the school districts it serves.

Further, be it resolved, that the Eugene 4J School board shall request the association evaluate and move to diversify and specifically include black and indigenous paid staff member positions, funded in part by district contributed dues, so that the association better reflects the diversity of the voices they represent, as currently the positions remain largely members of the white majority.

Finally, be it resolved the school board will continue to support the association's work "to improve education outcomes for students of color" and "to build the capacity of board members of color" as the school board does not believe these critical goals should fall to the sole responsibility of the association's board members of color caucus alone but rather all Oregon school board members.

Adopted this 14th day of December, 2022 by the Board of Directors for the Eugene School District 4J.

 3/15/23

Maya Rabasa, Chair

Board of Directors, Eugene School District 4J