Background

- This past July, an Oregon high school student sent letters to local legislators and Governor Kate Brown and I asking for help.

- On August 18th, Governor Brown wrote to ODE and the State Board requesting we "take immediate action to address and correct the adverse impacts symbols of hate and other manifestations of hate speech have on students in Oregon public schools."

- The State Board of Education discussed the letter during their retreat and asked ODE staff to present temporary rules at the September meeting, developing the "All Students Belong" Initiative (now the "Every Student Belongs" Initiative).

- At the September State Board meeting, the "All Students Belong" temporary rule was passed unanimously.

Evidence of Harm

- The symbols of hate prohibited in this rule have an extensive history across Oregon of causing substantial disruption to educational environments and preventing students from accessing their education.

- Public comments to the State Board of Education have further illustrated the record of statewide harm from these symbols of hate.

Evidence of Harm

- All who engage with our school communities are entitled to participate in school-related activities without fear for their personal safety. A statewide approach because this is true regardless of where students live in Oregon.

- Given Oregon's long history of racism as well as the ways in which policies and procedures regarding bias have been disproportionately adopted and implemented, or ignored altogether, there is little guarantee that students and staff across the state will be afforded equal protection.

A statewide prohibition of these symbols is necessary to ensure that all of Oregon's students and staff can participate in, and fully benefit from, their educational experience.

Every Student Belongs - Guiding Values

- Every student must feel like they belong.
- All are entitled to discrimination/harassment-free schools.
- Racist symbols cause harm to all *and* prevent students from being able to access their education.
- We are all responsible for keeping schools safe.
- That means adopting and implementing policies that promote welcoming schools, full equity and inclusion, and standing up against racism.
- It is important to address racism as a *systemic* problem.
- Communication and education are key non-punitive responses.

ODE Community Engagement on ASB

- Four Kitchen Table Conversations with community elders;
- Multiple ongoing conversations with national experts including the Western States Center, the Southern Poverty Law Center, and others;
- Conversations with education researchers;
- Conversation with agency partners including Youth Development Division;
- Focus group with superintendents and district equity leaders;
- Focus group with principals and building administrators;
- Meetings with Oregon Department of Education staff and leadership across agency;
- Education partners meeting including COSA, OSBA, OEA, and OSEA;
- Four Community Meetings with community based organizations, philanthropy, African-American Black Student Success Advisory Group, Latinx Student Success Advisory Group, EL Student Success Advisory Committee, LGBTQ+ Student Success Advisory Group;
- Government-to-Government and American Indian/Alaska Native Advisory Committee;

- Presentation and discussion with superintendents at COSA All Superintendents Meeting;
- Multiple presentations and discussions with COSA Equity Board and COSA Administrators of Color Affinity Group Meetings;
- Follow-up presentation at COSA Superintendents Meeting;
- Presentation to Oregon Association of Central Office Administrators;
- Presentation to the Oregon Association of Secondary School Administrators;
- Workshop at the Oregon School Boards Association (OSBA) Conference;
- Student listening sessions and focus groups with the Oregon Association of Student Councils;
- Presentation to the Oregon Education Association (OEA);
- Conversations with the Oregon School Activities Association (OSAA);
- Presentation to the Oregon Latinx Leaders Network; and
- Ongoing conversations with impacted communities on language identifying Nazi symbols

Every Student Belongs Resources

- Every Student Belongs Webpage
- Interim Guidance
- Communications Toolkit
- *Challenging Conversations* training
- Bias Incident Response Guide
- Policy Q&A
- Every Student Belongs Resolution Template
- OSBA Model Policy and AR

All students benefit from a calm, collected and happy environment. All students should be free to receive their education without fear of hatred, racism or violence.

OREGON
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EDUCATION

#EVERYSTUDENTBELONGS

HB 2697

- Helps ensure that students, employees and visitors can learn, work and participate in school activities, occurring on and off school grounds, that are free from discrimination, harassment, and intimidation.

- Prohibits the use or display of the noose, symbols of neo-Nazi ideology, and the battle flag of the Confederacy in any program or school-sponsored activity except where used in teaching curriculum that is aligned to the Oregon State Standards. This applies to both in-person and distance learning environments.

- Requires school districts, public charter schools, ESDs, and School for the Deaf to adopt a policy to address bias incidents and prohibit hate symbols that meet certain requirements.

Elevate marginalized students **Appreciation of differences**

A trusted staff for every student

Includes student/parent/community feedback Understand cultural differences

Interruptions of hate LGBTQX rights

Meaning of banned symbols Restorative justice

No student suicides Inclusive curricula More funding

Staff modeling acceptance

Prejudicial statement

All stakeholders are invested Not sure

Welcomed, wanted, worthy

No social distancing Student authenticity Mental health services

COVID-19 free New construction

Staff who look like students Bullying dealt with

Students/staff feel safe

Supported staff No hate symbols

Smaller class size Student body supports all

High level learning

Support students Safe talking sensitive issues

Move away systemic oppression

Staff autonomy for school culture

WordItOut