

# Links/Navigation

## Decks, Materials from the Steering Committee Meetings

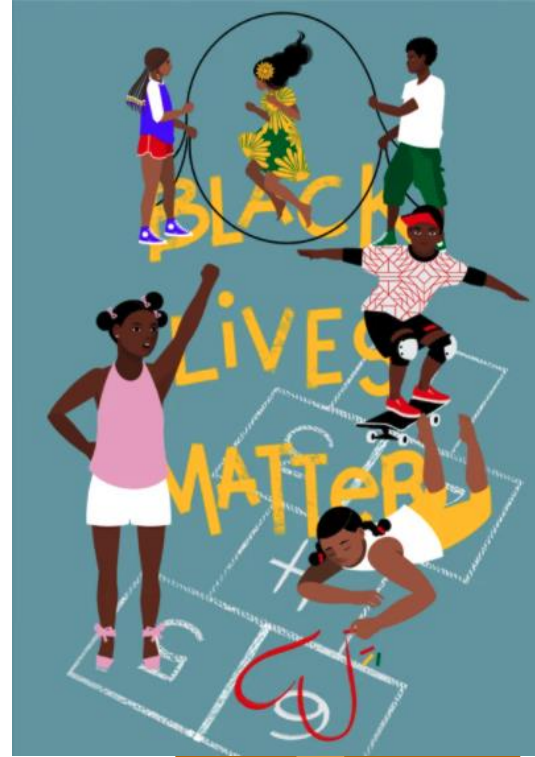
- 9/16 Steering Committee Meeting | [Deck](#), [Review the Resolution Handout](#)
- 9/30 Steering Committee Meeting | [Deck](#), [Handout](#)
- 10/7 Steering Committee Meeting | [Deck](#), [Agenda](#)
- 10/21 Steering Committee Meeting | [Deck](#), [Agenda](#)
- 11/4 Steering Committee Meeting | [Deck](#), [Agenda](#)
- 11/18 Steering Committee Meeting | [Deck](#)
- 12/16 Steering Committee Meeting | [Deck](#)
- 1/20 Steering Committee Meeting | [Deck](#)
- 2/17 [Deck](#)

## More Resources/Documents

- [Resolution 2021-0037 Reparations for Black Students](#)
- [Meeting Agenda Email](#)
- [Task Force Welcome](#)

# Black Students & Families Thriving Task Force

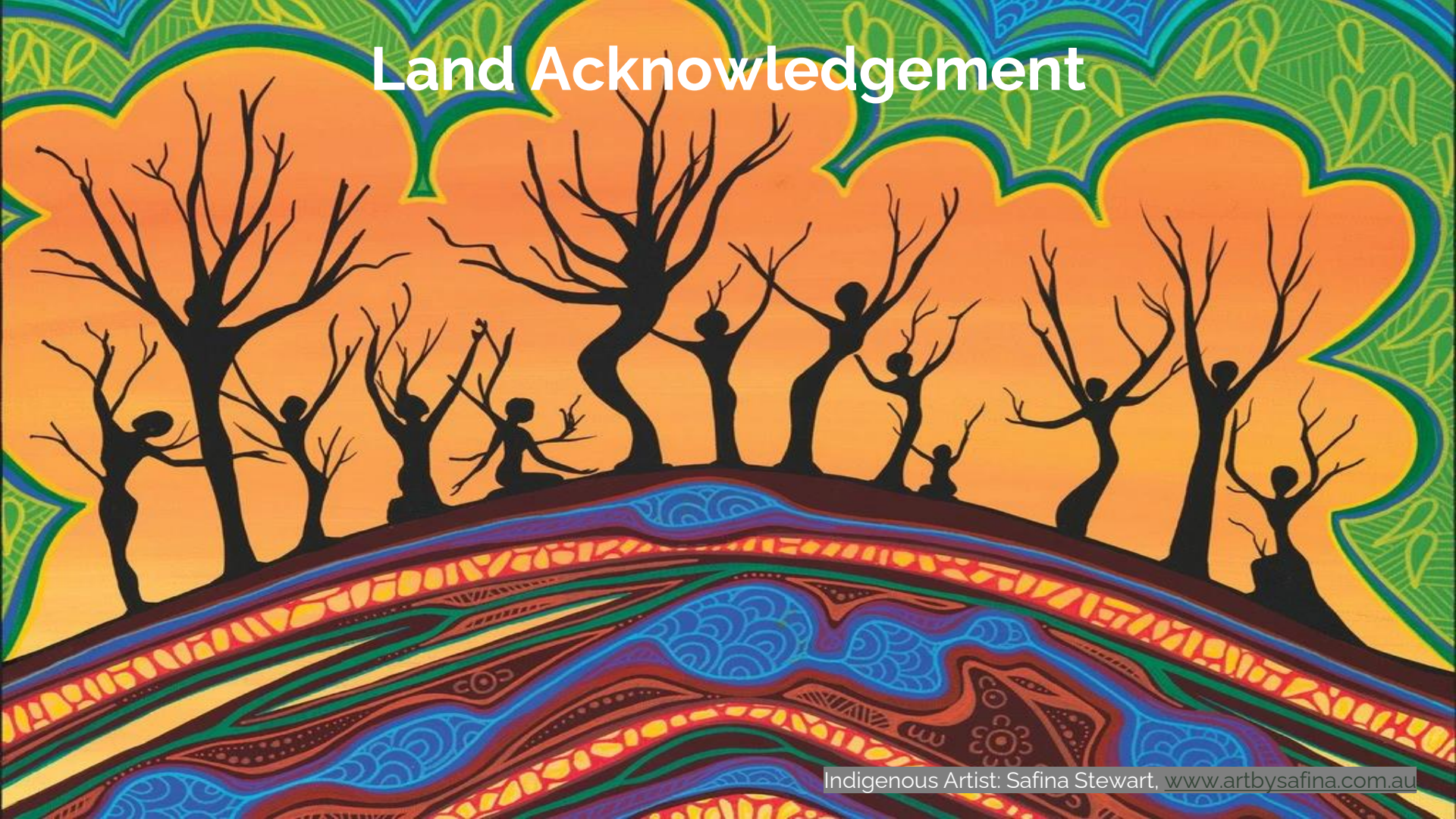
Steering Committee Meeting



# 3/24 Task Force Agenda

1. Opening, Roll Call, Acknowledgement
2. Approve Minutes- 12/16
3. Presentation on Brown Act, Task Force Charge, Composition, Possible Bylaws
  - a. Small Group Discussion
4. Full Group Share Back and Transition
5. Public Comment
6. Review the 2022 Proposed Timeline
7. Breakout Room Discussions
8. Public Comment
9. Closing

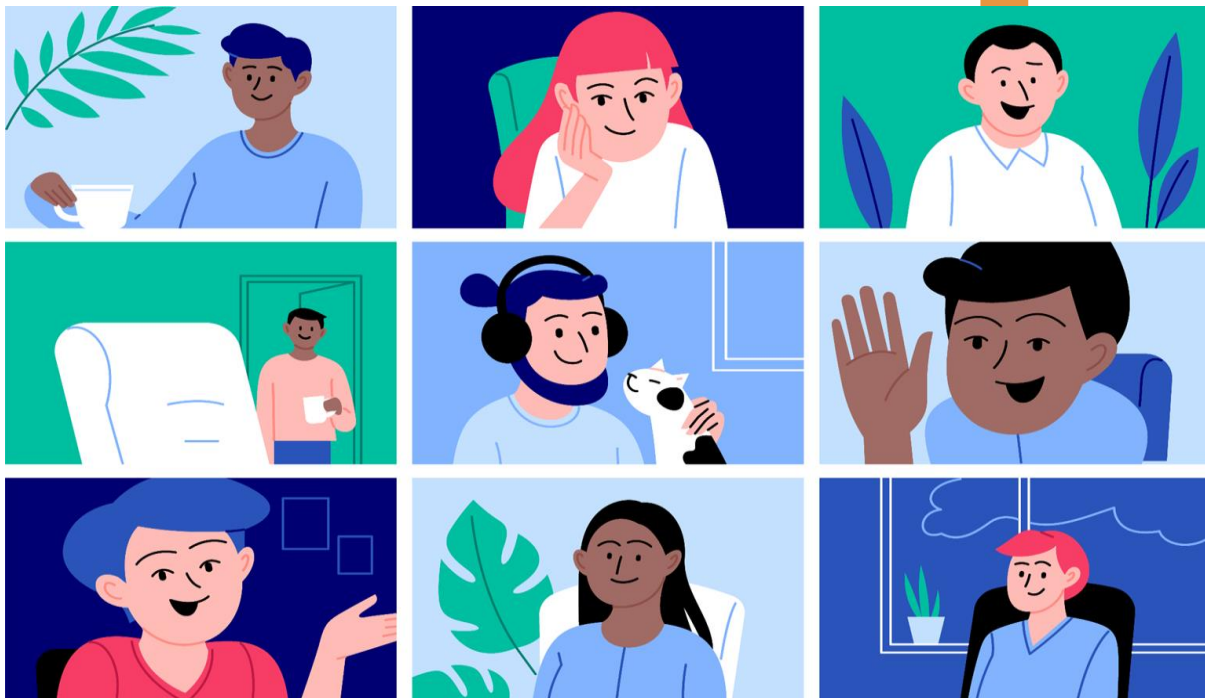
# Land Acknowledgement



Indigenous Artist: Safina Stewart, [www.artbysafina.com.au](http://www.artbysafina.com.au)



# Roll Call



# Why is the Reparations Task Force Subject to the Brown Act?

The Brown Act is California's Open Meeting Law (Gov. Code, § 54950 et seq.)

## Examples of legislative bodies subject to the Brown Act

- Appointed bodies – whether permanent or temporary, decision-making or advisory – such as planning commissions, civil service commissions and other subsidizing committees, boards, and bodies.
- All subcommittees and commissions created by formal actions of the board are subject to the Brown Act
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- **Volunteer groups, executive search committees, task forces, and 'blue ribbon committees' created by formal action of the governing body are legislative bodies.**

# What Does the Brown Act Require?

- Meeting agendas must be posted prior to meetings
- That actions and deliberations in the meeting must be taken openly and in public
- Minutes must be recorded on the actions taken at the meeting
- A **quorum (a majority of the members)** must be present at each meeting
- A **quorum (a majority of the members)** must not have a meeting that is not posted or public

# Scope of Activities (presented at 9/30/21 Task Force meeting)

June- September	September - January	January-June	2022-2026
<p>Core Group establishes parameters for collaboration.</p> <p>Establish a Steering Committee and hold the Kick Off Meeting</p> <p>Identify Task Force Working Group Members and Outcomes</p>	<p>Identify Task Force Working Group Members and Outcomes</p> <p>Develop the Black Thriving Indicators, the Black Student Thriving Plan and the Black Thriving Fund</p> <p>Launch work groups.</p>	<p>Working Groups continue to meet to implement and monitor the work of the Black Students Thriving Plan.</p>	<p>Continued Monitoring and Implementation of the Black Students Thriving Plan in order to reach the goal of eliminating opportunity gaps by 2026.</p>



Board



Early Childhood  
Education

Recruitment &  
Retention

Citywide Plan:  
Blueprint School  
Changes  
Utilization  
Formula

Mental Health &  
Student Services  
and Social  
Services

Core Team =  
OUSD + J4OS

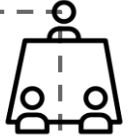
Steering Committee

20-25 members responsible  
for:

1. Develop Thriving Black Student Indicators
2. Develop the Black Student Thriving Plan
3. Develop and monitor progress of Black Thriving Fund
4. Monitor other initiatives focused on advancing outcomes for Black students in OUSD and across the country.

Facilitation Team

Community



Special  
Education:  
CAC Priorities

Climate &  
Culture:  
Anti-Racism  
Training for  
OUSD workforce

Literacy  
Curriculum

Family  
Engagement &  
Social Services  
Foster &  
Unhoused Youth

Leadership Team

Superintendent

# THE WORK OF THE STEERING COMMITTEE

Group	Charge	Membership Criteria & Selection Process
<b>Task Force Steering Committee</b>	<ol style="list-style-type: none"><li>1. Develop Thriving Indicators (data)</li><li>2. Develop the Black Student Thriving Plan (coherence)</li><li>3. Develop and monitor progress of Black Thriving Fund (resources)</li><li>4. Monitor other initiatives focused on advancing outcomes for Black students in OUSD and across the country (learning)</li></ol>	<ul style="list-style-type: none"><li>● <b>Membership Criteria</b><ul style="list-style-type: none"><li>○ Demonstrated commitment to the values of equity</li><li>○ Experience, expertise or direct work responsibility related to charge of taskforce</li><li>○ Ability to coordinate across OUSD staff and stakeholders to develop indicators and plan for black students</li></ul></li><li>● <b>Selection Process</b><ul style="list-style-type: none"><li>○ Reparations Resolution Work Group nominates</li><li>○ Nominee accepts or declines</li></ul></li></ul>

# THE WORK OF THE WORKING GROUPS

Group	Charge	Membership Criteria & Selection Process
<b>Task Force Working Groups</b>	<ol style="list-style-type: none"><li>1. Participate in the development of Thriving Indicators as it pertains to their work group focus area</li><li>2. Participate in the development of Black Student Thriving Plan as it pertains to their work group focus area</li><li>3. Monitor implementation of the Black Student Thriving Plan in their work group and across other initiatives</li><li>4. Develop recommendations for use of Black Thriving Fund based on identifies needs from their work group</li></ol>	<ul style="list-style-type: none"><li>● Membership Criteria<ul style="list-style-type: none"><li>○ commitment to implementation of resolution</li><li>○ direct experience as a student, parent in OUSD or expertise and direct work responsibility with Black students, parents, educators, administrators</li></ul></li><li>● Selection Process<ul style="list-style-type: none"><li>○ Reparations Resolution Work Group and Steering Committee review recommendations and public applications</li><li>○ Selected members accept or decline</li></ul></li></ul>

# Resolution Language on Task Force

BE IT FURTHER RESOLVED, the Board directs the Superintendent to establish a Black Student and Families Thriving Task Force (“Task Force”), not later than June 9, 2021, comprised of Black Students, caregivers, community members, educators and members of the Black Working Group of the Justice for Oakland Students Coalition, representatives from District compliance committees such as CAC, LCAP PSAC, CEEBSE, reporting directly to the Superintendent, that will guide and monitor the establishment and implementation of this Resolution, and take the following steps to develop a Black Student Thriving Plan which includes the following:

Read full resolution by click [here](#)

# Adoption of Task Force Bylaws

Bylaws help define things like the committee's purpose, officers' titles and responsibilities, membership selection, how the officers will be chosen, how meetings will be conducted, and how decisions will be made. Bylaws dictate the way the group functions and operates.

Shall the Task Force Adopt written bylaws to help fulfill the charge given to it by the Oakland Unified School Board?

Proposed Black Student and Families Thriving Task Force  
Bylaws



# Navigation

## Instructions

1. Go into your breakout rooms and say hello!
2. Look to the top of your Zoom screen to find the name of your Room (ex: "Room 1")
3. Click on your Room Name below.
4. Then, click on the Bookmark that pops up. You will be directed to a slide within this presentation.

**Room 1**

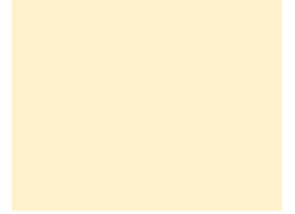
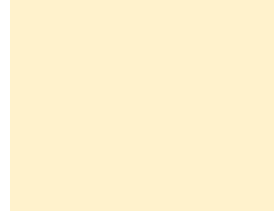
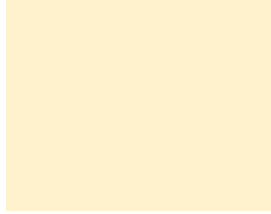
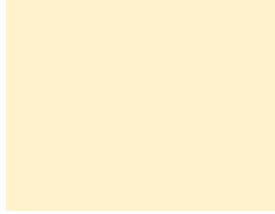
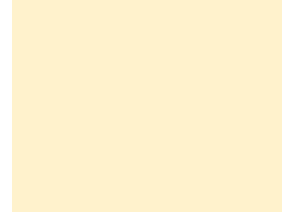
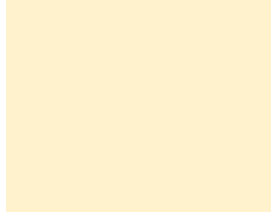
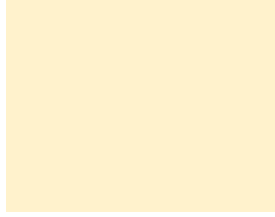
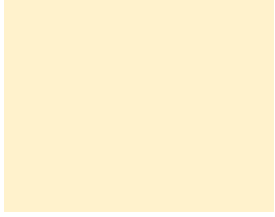
**Room 2**

**Room 3**

**Room 4**

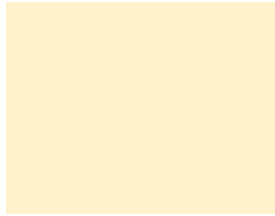
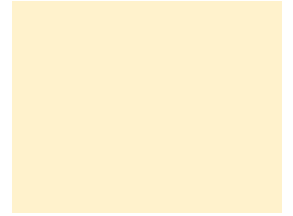
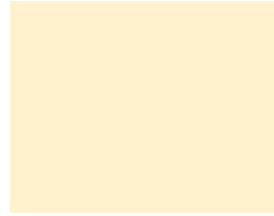
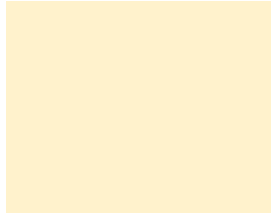
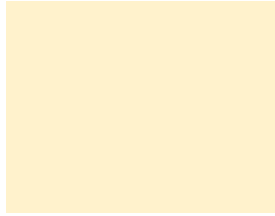
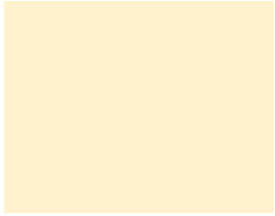


# Room 1 Shall the Task Force Adopt written bylaws to help fulfill the charge given to it by the Oakland Unified School Board?

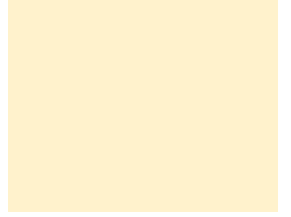
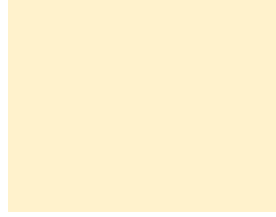
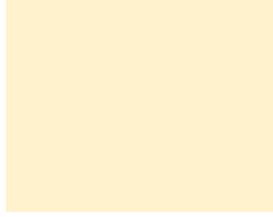
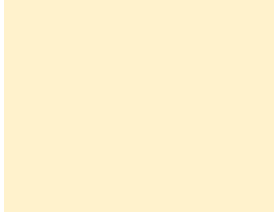
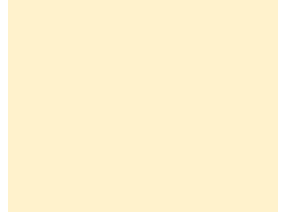
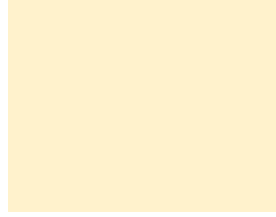
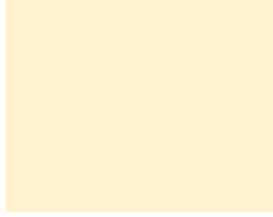
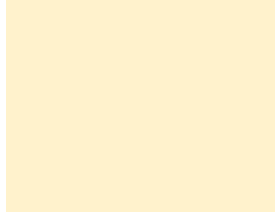


# Room 2

Shall the Task Force Adopt written bylaws to help fulfill the charge given to it by the Oakland Unified School Board?

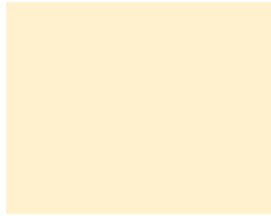
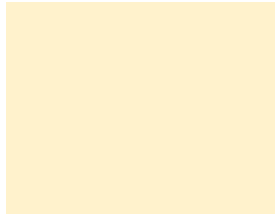
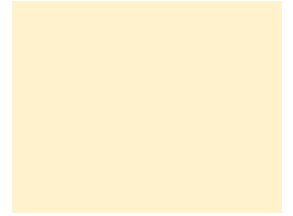
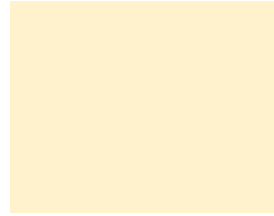
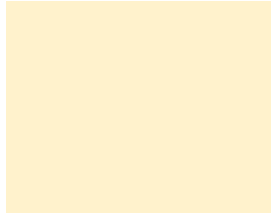
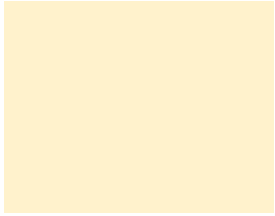


# Room 3 Shall the Task Force Adopt written bylaws to help fulfill the charge given to it by the Oakland Unified School Board?



# Room 4

Shall the Task Force Adopt written bylaws to help fulfill the charge given to it by the Oakland Unified School Board?



# Group Share Back

# Public Comment on Agenda Items (10 mins)

Raise your hand  
if you have a  
comment.

1 min per person.





# Public Comment - 1 Minute Per Person



# Adoption of Bylaws

Shall the Task Force Adopt written bylaws to help fulfill the charge given to it by the Oakland Unified School Board?

Are there any edits for the Task Force to consider?

Approval of Edits

Motion to Approve Bylaws

Vote

# Last Time we Discussed Reflections

## What are your reflections/reactions to the recent board activities?

This was really hard. x2.

I am hurt as a black teacher and an Oakland resident.

This is racist.

Why is it easy to say enrollment is low instead of addressing why enrollment is low in OUSD?

No school should be closed.

Who decided to present on behalf of the task force without the collective decision to do so?

This was a betrayal by the board and by members of the task force who supported the work. I am not down with being used to perpetrate harm to Black students

Promising indicators for black kids for kinder readiness and early literacy; La Escuelita mental health support needs to be uplifted

Predictable reaction from Board  
Not surprised

I am disheartened. This is the last thing to do to families. The community did not have enough time. I have no words. Historically black neighborhoods.

Is it possible to remove members who are not acting with fidelity to the Task Force goals

Confusion about how TF members were involved in the meeting the week prior to the vote

Buck doesn't stop with Board; accountability from Gov. Newsom

Are we ready to implement solutions we know will work? What programming are we going to put in place to make sure those experiences are healthy and positive as can be? How can we avoid the control group with a negative experience...

Charters nationally; New Orleans

Disappointing to see how community input has been shut down.

What are our other options? Still have eyes on the prize.

## What are your reflections/reactions to the recent board activities?

I was frustrated.

I have a lost trust in OUSD.  
Those who could, did not speak up. X2

I was confused.

Betrayed, confused not necessarily surprised but disappointed

Blatant Disrespect. No public comment. Amendments were challenging. "What say (as the community) can you actually have?" I have not seen the numbers to affirm we are in debt.

Information from District staff did not come forth and affected reputations negatively.

I want to believe the Welcoming schools will work.

I don't buy the quality component.

We should close schools because B/B won't get impacted.

I feel personally blindsighted. Concerns about quoting the task force/thriving Fund. I felt betrayed. We put forth energy to put forth energy to do something different for Black students and ask for where we can get resources. We have two of you here. The Teacher salary argument - we don't accept. We are being ignored. It feels fake to say they are going to have more resources.

Why are we perpetuating a negative narrative about our schools despite contrary evidence? Not telling the truth about our whole community and as a task force amplify these positive attributes and statistics

This cycle keeps spiraling and it weighs heavily and our foundational cracks that were working as an Alum need to be addressed.

Public comment at:

- Alameda County Board of Supervisors
- Public Health Department
- ACOE
- Oakland City Council
- Alameda County Democratic Party
- Nancy Skinner

## What areas of collective power and interest convergence exist for our work together?

How do we combat what is seen as an issue

I don't feel a lot of collective power or interest convergence and in fact I think the task force is being used as leverage to harm Black students

I am still desiring and willing to work on the work and to develop the solutions with the data to support the needs, challenges, and opportunities.

How can we stay three steps ahead of any decisions they are going to make?

Support from legal community, e.g., injunctions?

Solidarity with black and brown communities

Everyone who wants to continue and have fidelity to support our initial goal that will continue,

Understand from community members who have left, considering leaving, or part of the closing schools why they have made that decision. Understand why enrollment is low to stay a step ahead of the district

We have to define what our collective interests are. Where does OUSD's lip service end and concrete action (ie restorative programming) begin?

Putting pressure simultaneously, not just focused on one thing

We need to band together and stop them from still coming for us? And what are the positive things about the schools to stay off the list?

Stay with and use the community of Oakland with this fight. Parents whose kids do not go to Oakland schools are a part of this and want to be engaged.

More than pursuing School Board



**What is this Task Force's  
opportunity/responsibility  
to ensure Black families and  
students are thriving, given  
this context?**

What do we as  
as a task force  
needs to make  
decisions

Leveraging statewide  
reparations TF to  
pressure the board to  
follow through on the  
commitment for the  
equity impact analysis

The responsibility is  
to be true the the  
resolution, not allow  
it to be disregarded  
at the first  
opportunity

What is  
actionable in  
this body?

How do we  
gauge what is  
happening to  
our students?

Fidelity to the work.  
Not doing what is  
convenient, we know  
the historical context  
but still continue to  
fight

How do we pull a report  
card for our black  
students right now? It  
needs to be shown why  
performance and  
enrollment is low

Why wasn't the  
enrollment committee  
brought in? Why was  
the community not  
brought in to the  
enrollment for the  
district as a partner?

Open African  
centered charter  
schools, guided  
by the vision of  
our community

**In January, we  
shared potential  
activities for  
Phase Two**

# Phase Two Highlight Reel

- Adjust Task Force Meetings to a 4-6 week cadence.
- Launch a spring “road show” that engages OUSD sites, departments and staff in learning, responding and contributing to the work of the Task Force.
- Improve the administration and experience of the California Healthy Kids Survey for students, staff and families.
- Integrate into existing and new focused working groups aligned with components of the Resolution.
- Convene in-person fellowship to celebrate our collective work thus far.

# Proposed Task Force Meetings 2022

**1st and 3rd Thursdays every month**

April 7th

April 21st

May 5th

May 19th

June 2nd

June 16th

August 4th

August 18th

September 1st

September 15th

October 6th

October 20th

November 3rd

November 17th

December 1st

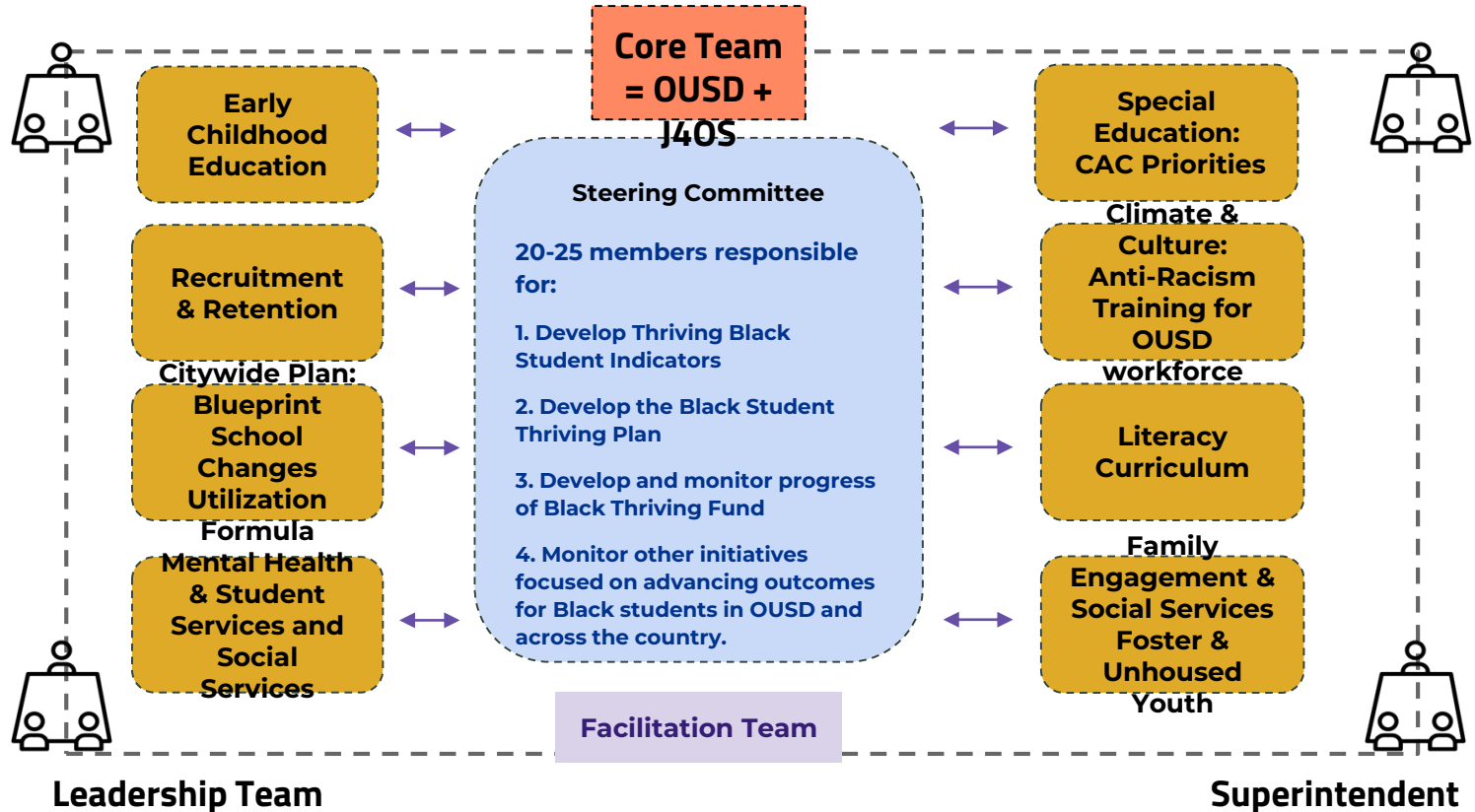
December 15th

# Site and Community Engagement

Engage OUSD sites, departments and staff in learning, responding and contributing to the work of the Black Students Thriving Plan Strategies, Actions and Metrics by:

- 1) Holding one outdoor public engagement on April 23 for Black students, families, educators and community to learn, respond and contribute to Black Student Thriving Plan
- 2) Visiting sites with highest concentrations of Black students to learn about challenges, strategies and actions planned for 2021-2022 school year and 2022-2023 school year
- 3) Invite site leaders to join Work Groups
- 4) Document and align Black Students Thriving Plan to what we heard from engagements

# Launch of Phase Two Work Groups





# Launch of Phase Two Work Groups

- 1) Identify which Work Groups we want to prioritize launching in April
- 2) Design the structure of Work Groups to include multiple stakeholders
- 3) Task Force members identify student, family and OUSD staff members to invite to join priority work groups
- 4) Work Groups start week of April 25

## Potential Work Group Structure

- Work Group Lead: Task Force member who will send agendas and facilitate meetings
- Work Group Members: Task Force members and members of public that attend meetings and contribute to coordinating implementation of certain strategies and actions
- Work Group Meeting Frequency:
  - weekly meetings from April 25 to May 18
  - Summer retreat: TBD week of June 13

# Proposed In Person Fellowship

Dinner at end of Summer Retreat

Week of June 13th

# Discuss...

- 1) Does this work plan maximize the Task Force's opportunity to monitor implementation of the resolution?
- 2) Does this work plan maximize the public feedback and request for additional engagement?
- 3) What is missing?

# Public Comment on Non-Agenda Items (10 mins)

Raise your hand  
if you have a  
comment.

1 min per person.



# Public Comment - 1 Minute Per Person



# Closing & Next Steps