

# Reparations for Black Students Resolution Implementation

As monitored by the Reparations for Black Students  
Campaign

REPARATIONS FOR  
**BLACK STUDENTS**  
IN OAKLAND

# Emergency Fund for Black Students

## Resolution Language:

Create an Emergency Fund for Black Students and their families hardest hit by the Covid-19 pandemic, funded by available resources including raised funds, to cover the payment of back rent owed, to ensure that Black Students are not displaced from their homes, negatively impacting their ability to learn.

## What we have monitored:

- Prior COVID-19 pandemic through OPEF relief was not monitored by demographics; unknown what number of black students received support in 2020-2021
- Oakland Public Education Fund (OPEF) will support OUSD with fundraising efforts for a new COVID-19 emergency fund in spring 2022

# Oakland Undivided Distribution of Chromebooks and Hot Spots

## Resolution Language:

Prioritize, in OUSD's role as a core partner of the Oakland Undivided campaign, all OUSD Black Students, regardless of socio-economic status, as a highest priority applicant for the approval, assignment and distribution of Chromebooks and functional hot spots, beginning immediately and continuing as needed, to close the Black digital divide;

## What we have monitored:

### 2020-2021

- 2,809 #Oakland Undivided Chromebooks and 1,141 #OaklandUndivided T-mobile hotspots have been issued to Black students
- 1,629 OUSD classroom Chromebooks have been loaned to Black students

### 2021-2022

- 532 OUSD Chromebooks loaned to Black students

# Antiracism Training

## Resolution Language:

Superintendent shall initiate a workforce development initiative that increases the cultural competence of all Board members, administrators, educators, staff, and school communities by providing regular training on anti-Black racism, Black healing-centered practices and how to embed Black studies in all classrooms in order to increase the skill and knowledge of the district to ensure that Black Students are thriving

## What we have monitored:

- OUSD Office of Equity is implementing several workshops, piloting staff racial affinity groups and encouraging sites to partner with racial justice and healing partners, among many other efforts to train staff
- Reparations Task Force Chair and Secretary have been working with George Floyd Design Team to strategically align resolutions around anti-racism training

# Utilization Formula

## Resolution Language:

Superintendent to conduct an equity impact analysis of the existing “Utilization Formula,” particularly as to the disproportionate impacts on Black Students and Historically Black Schools.

## What we have monitored:

- OUSD and Justice for Oakland Student Coalition members formed a working group in August and September to update utilization formula
- Utilization Dashboard is publicly available
- <https://www.ousd.org/siteutilization>
- Several Majority Black schools have been offered for co-locations in this year’s Prop 39 offerings

# Equity Impact Analysis and Community Engagement on Proposed Closures, mergers, or consolidations

## Resolution Language:

The Board directs the Superintendent or designee to work with the Task Force to develop an equity impact analysis of any proposed closures, mergers or consolidations of OUSD schools, prior to any vote on school changes pursuant to the Blueprint for Quality Schools. In addition, the Board will ensure that the engagement criteria set forth in Board Resolution 19-0481 are followed;

## What we have monitored:

- OUSD developed a Blueprint Dashboard that details how quality, equity and sustainability are being measured by the district
- OUSD Board exempted itself from doing equity impact analysis and community engagement on proposed schools for Fy 2021-2022 and 2022-2023 on January 12

# Transparency Dashboard and Quarterly Updates on the progress of Black Students

Board directs the Superintendent to create a publicly-available transparency dashboard which monitors the Black Thriving Fund expenditures as well as the progress of each site's planning, implementation, and success with the Black Student Thriving Plan, and will further provide the Board with a quarterly update on the progress of Black Students in OUSD;

What we have monitored:

- 1st quarter report delivered to Board on October 27th
- 2nd quarterly report delivered to Board on December 16th
- 3rd quarterly report date not clear

# Special Education

The Board shall adopt and include the legislative priorities created by the CAC and submitted to the Board in January 2021, → The Superintendent, in consultation with CAC and local disability advocacy and disability justice organizations, shall set goals that are supportive of the needs of Black Students with dis/abilities and that value the dis/ability experiences of Black Students and their families, especially those with the most intensive needs.

What we have monitored:

- OUSD included special education priorities in Legislative Platform for 2022 school year
- [link](#)



# Black Student Thriving Plan and Black Student Thriving Indicators

Present to the Board and Superintendent a Black Student Thriving Plan that sets criteria for the continuous monitoring of all OUSD schools with 10 or more Black or African American students enrolled (by annual census date or thereafter) to determine whether academic and socioemotional resources are effectively creating Black Student Academic Growth and Achievement, including distributions as needed from the publicly and privately raised resources included in the Black Thriving Fund. The Plan needs to include a set of Black Thriving Indicators (“Indicators”) that OUSD and its schools would use to set goals and measure success.

What we have monitored:

- Reparations Task Force Thriving Plan and Thriving Indicators Working Group meet October-January
- Task Force presented initial draft of indicators on 12/15 OUSD Board of Directors meeting
- Some Indicators are included in OUSD Strategic Plan
- Some Indicators are included in OUSD 2022-2023 School Plans for Student Achievement (SPSA)

# Black Thriving Fund

Develop and implement a fundraising plan to resource the Black Student Thriving Plan and other elements necessary for implementation of this Resolution.

→ Code targeted resources from LCFF, Title I, Title II, Alameda County Office of Education, and other public and private sources which will be used to fund the Plan as part of the Black Thriving Fund, and will ensure that these funds are used ONLY to implement the Black Student Thriving Plan.

→ Discontinue the use of the anti-Black Equity Funding Formula that disproportionately harmed schools with significant percentages of Black Students, and establish in its place a “Racial Equity Funding Formula” that takes into account the needs of Black Students across the district and across designations,

→ Recommend how resources are invested from the Black Thriving Fund for additional learning support, both virtually (during the pandemic) and in person when schools have been safely reopened in full, for Black Students and their families to receive consistent support in the areas of credit recovery, post-secondary preparation, job training, literacy and social emotional learning and further provide wrap-around services for youth and their families in the college and career matriculation process, and

→ Ensure that the Emergency Fund established above will be included as a sub-fund of the Black Thriving Fund;

## What we have monitored:

- OUSD produced an estimate of LCFF funding generated by Black students
- OUSD is developing new racial equity formula for use in 2022-2023
- Reparations Task Force Thriving Fund Working Group is continuing to meet

# Recruitment and Retention

Superintendent to include in the 2021-2023 Strategic Plan the creation of a recruitment and retention plan for Black teachers and Black school leaders that meaningfully develops their capacity through implementation of competitive salaries and benefits, professional training, coaching and mentorship, and opportunities for growth.

What we have monitored:

- OUSD hired a Coordinator for Diversity and Inclusion
- Oakland Teacher Residency is launching Black Educator Initiative
- Black Educator Initiative [link](#)

# Literacy Initiative and Curriculum

Superintendent or their designee shall, as part of the proposed Literacy Initiative and Curriculum adoption, include members of the Task Force.

→ Task Force shall review, prior to adoption by Board, the recommendations of the Superintendent or her cabinet for the Literacy Initiative and Curriculum to determine whether the proposed changes in programming meet the needs for the literacy development of Black Students as set forth in this resolution and make recommendations as needed to identify the deficiencies to be addressed.

→ Superintendent shall select, based on this community informed process, a culturally relevant, research-based curriculum which currently includes Black studies, or will agree to update and fund any selected materials not meeting this standard by the beginning of the 2023-24 school year, in partnership with the Task Force

What we have monitored:

- OUSD adopted K-5 English Language Arts Curriculum in May 2021
- OUSD is about to adopt High School English Language Arts Curriculum this spring 2022
- No taskforce members involved to date