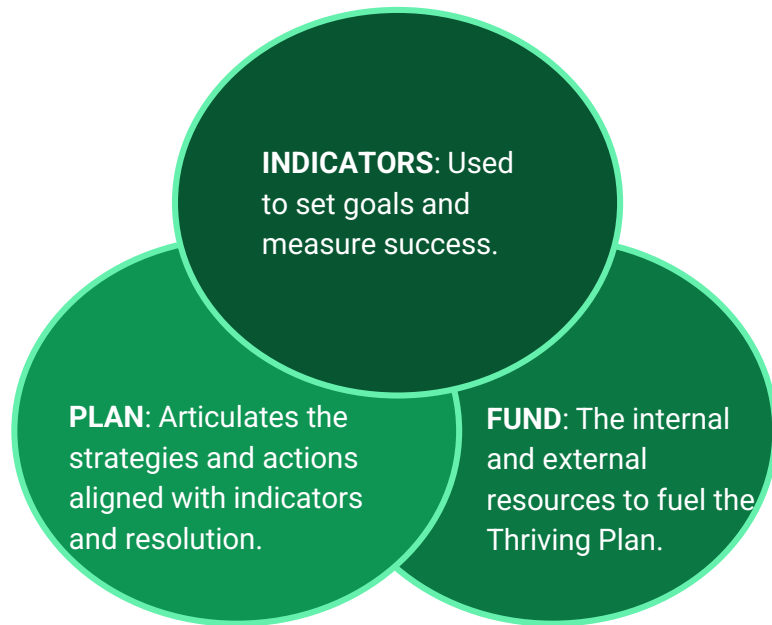


# Reparations for Black Students Update

# Reparations for Black Students Resolution

- Acknowledges the harm to Black children and families caused by decades of structural racism.
- Directs OUSD to take all steps necessary to eliminate the Black Student opportunity gaps across all schools by 2026.
- Creates a [task force](#) to prioritize action on these three measures to address these issues in our schools.



SEE [HERE](#) FOR FULL LANGUAGE

# Black Students & Families Thriving Task Force



## Purpose

Comprised of Steering Committee & Working Groups charged with guiding & monitoring the implementation of Reparations for Black Students Resolution.



## Indicators

Collaboratively develop a set of Black Thriving Indicators that OUSD and its schools would use to set goals and measure success.



## Commitment

Task Force meets bi-weekly on the 1st and 3rd Thursdays of each month (4:00-6:00 pm).



## Plan

Collaboratively develop a Black Student Thriving Plan that sets criteria for continuous monitoring of all OUSD schools with 10 or more Black students.



## Composition

25 Members

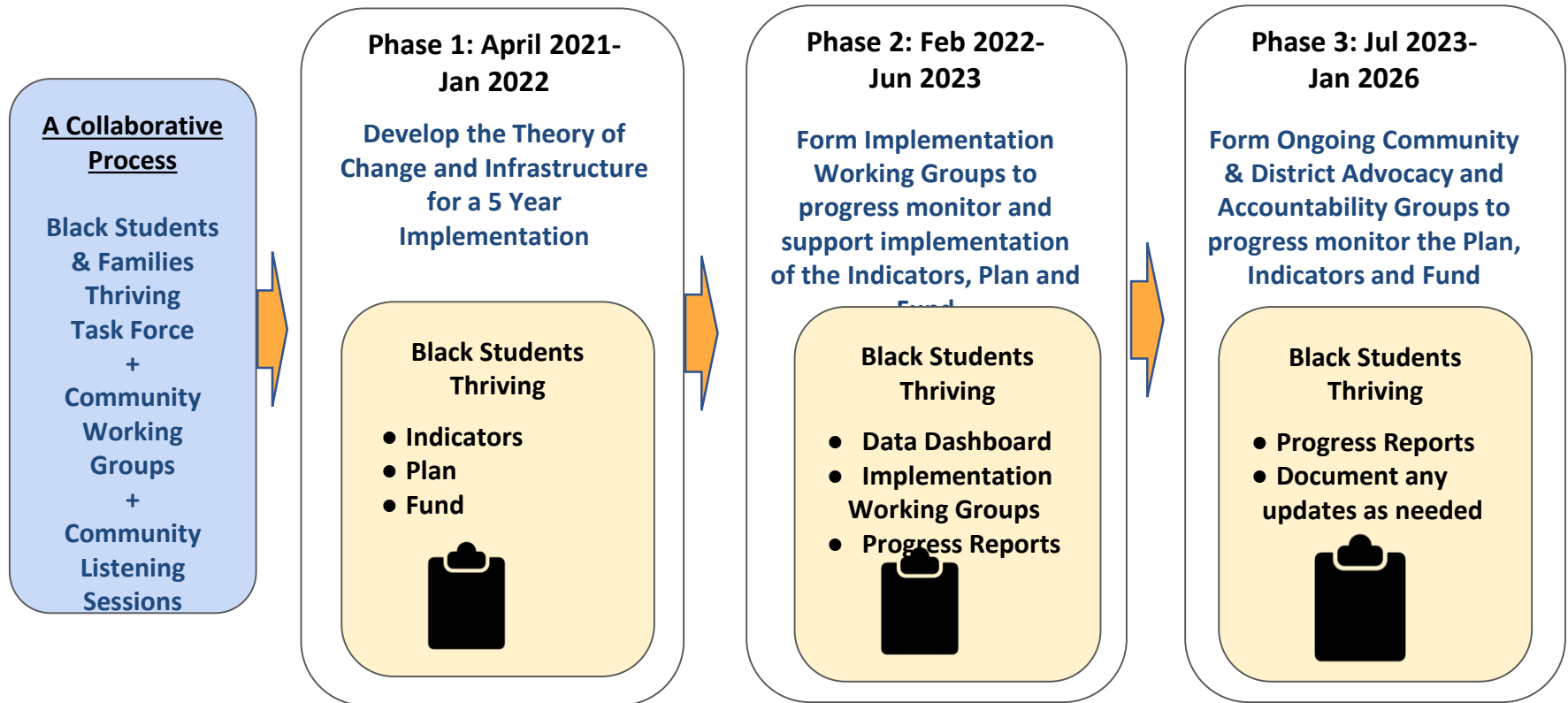
- 13 OUSD Staff
- 10 Community Members
- 2 Students



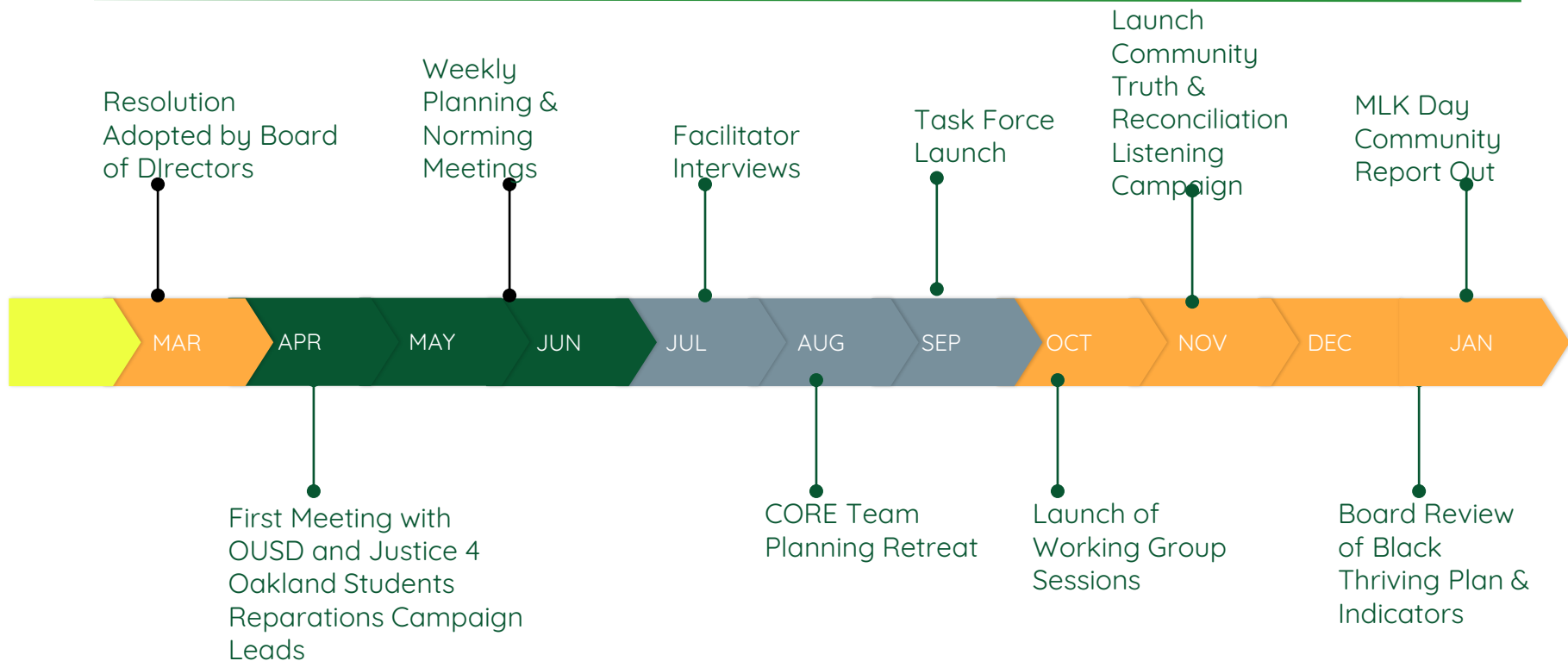
## Fund

Collaboratively identify high-leverage investment areas aligned with Black Student Thriving Plan and Resolution at-large.

# Planning Process in Three Phases



# Phase 1 Timeline





*"Reparations looks like imagining a system that loves, empowers, and supports black students."*

# Listening to the Community

"As an elder working in OUSD since 1955, I am encouraged by the progress of others who are challenging OUSD with listening sessions like these."

"Having teachers who challenged me and the presence of the Prescott Clown Troop helped me with my creativity and getting in touch with my roots really grounded me."

"As an OUSD former student and teacher, there is a difference between East and West Oakland, so it's important that we also expand the conversation of cultural competence to be regionally aware of the community around them."

"I don't think you can have an official decide on what a community needs. It can't come from the outside, it needs to come from the inside."

"Love in practice looks like being authentic, concerned and caring. Covid is a great example that showed school can move beyond the walls."

"Parents aren't customers, they're family. Actually being able to want the parents to be here and be involved—making them feel welcome and wanted."

"When I'm not put in a box and I am not compared to the other students. I stand in my own category."

# Black Thriving Indicators Update

---

Current Progress	Next Steps
<ul style="list-style-type: none"><li>● Task Force built on the following areas developed via listening sessions held by Justice for Oakland Students to create indicators for Black Thriving Students<ul style="list-style-type: none"><li>○ Physically &amp; Emotionally Healthy</li><li>○ Empowered &amp; Engaged</li><li>○ Safe &amp; Sense of Belonging</li><li>○ Academically Prepared</li><li>○ Love &amp; Affirmed</li><li>○ Rich &amp; Diverse Learning Experiences*</li></ul></li></ul> <p>*This area was proposed by the Task Force</p>	<ul style="list-style-type: none"><li>● Task force will finalize metrics for each indicator</li><li>● OUSD Data Team will create a dashboard of indicators</li><li>● Phase 2 Working Groups will develop qualitative and innovative measures that currently do not exist to eventually be included in the dashboard</li></ul>



# Black Students Thriving Plan Update

Current Progress	Next Steps
<p>Task Force has worked collaboratively to:</p> <ul style="list-style-type: none"><li>● Develop Theory of Change</li><li>● Start identifying strategies and actions to support growth on the Black Students Thriving Indicators<ul style="list-style-type: none"><li>○ Review current strategies and actions in key OUSD Plans to create alignment and coherence</li><li>○ Identify innovative and new strategies to to support Black students thriving</li></ul></li></ul>	<ul style="list-style-type: none"><li>● Finalize the actions and strategies in to include in the Black Thriving Students Plan to be presented to the board on Jan 26, 2022</li></ul>

# Black Thriving Fund Update

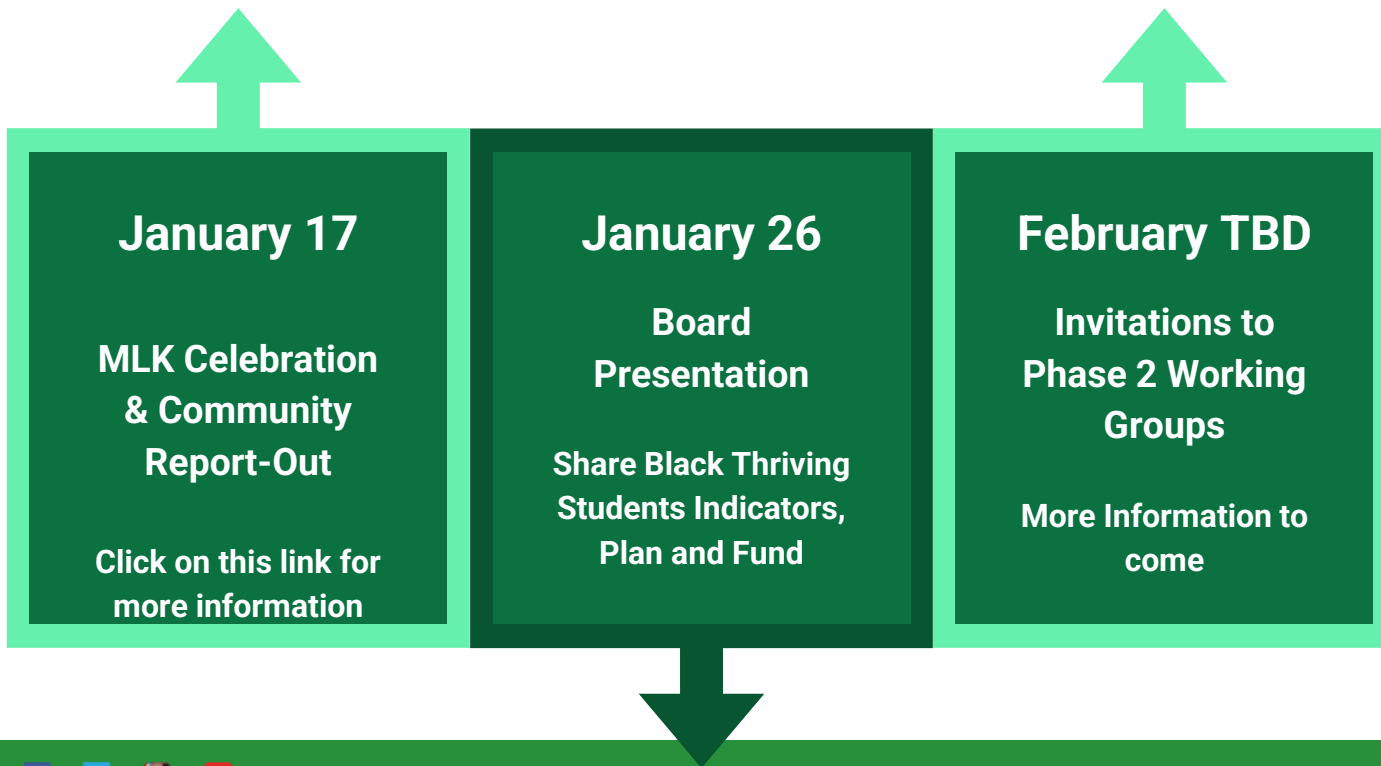
---

Current Progress	Next Steps
<p>The Task Force is reviewing components of the Black Thriving Fund including:</p> <ul style="list-style-type: none"><li>● Emergency fund for basic needs</li><li>● Targeted resource allocations</li></ul>	<ul style="list-style-type: none"><li>● Use phase one indicators, strategies and actions outlined in Thriving Plan to develop fundraising strategy.</li></ul>

# What to Expect in Next Few Months

---

Stay Informed: <https://www.ousd.org/reparations>





**EVERY STUDENT THRIVES!**



**OAKLAND UNIFIED  
SCHOOL DISTRICT**  
*Community Schools, Thriving Students*

1000 Broadway, Suite 680, Oakland, CA 94607

[www.ousd.org](http://www.ousd.org)



@OUSDnews