



Koreen Barreras-Brown

Loretta Benjamin-Samuels

April Campbell

Carmen Urbina

Mariana Zaragoza

Veronica Dujon

Jennifer Duvall

Teresa Ferrer

Shadiin Garcia

Tawnya Lubbes

Marvin Lynn/Julie Esparza-Brown

Cecelia Monto

Rhonda Nese

Janet Soto Rodriguez

Cynthia Richardson,
Chair

Helen Richardson

Tony Rosilez

Carlos Sequeira

Maria Dantas-Whitney

Horalia Rangel

2021

Meeting Schedule

Proposed Dates:

March 17

June 16

September 1

November 17

Oregon Educator Equity Advisory Group

Participant Agenda

December 16, 2020

1:30PM - 3:00PM

<https://us02web.zoom.us/j/89482256150>

Meeting ID: 894 8225 6150

One tap mobile

+13462487799,,89482256150# US (Houston)

+16699006833,,89482256150# US (San Jose)

1:30 Welcome – Chair Cynthia Richardson

Introductions

Brief updates and announcements from members

1:40 OEEAG Business – Chair Cynthia Richardson

Approval of [August 25, 2020](#)

1:45 Educator Advancement Council Update – EAC Staff

Staff Introductions

Regional Educator Networks

Section 48/Diversifying Oregon's Pathways in Education

1:55 Debrief on the 2020 Educator Equity Report - Lynne Gardner

Discussion of the Report

2:00 Critical Engagement - OEEAG Members

Breakout workgroup activity

2:25 Looking Ahead to 2021 - OEEAG Members

Breakout workgroup activity

2:50 Proposed Meeting Schedule for 2021

March 17

June 16

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2:55 Plus/Delta Feedback

[Response Form](#)

3:00 Adjourn

Related Resources:

[Governor's Recommended Budget for the Oregon Department of Education](#)

Reports Related to the Implementation of Educators Equity Act [ORS.342.448](#)

[Updated 2020 Educator Equity Report](#)



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**2020-21
 Meeting Schedule**
 Dates here:

Oregon Educator Equity Advisory Group

Meeting Minutes
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Resource: [We All Want More Teachers of Color, Right?: Concerns about the Emergent Consensus](#) by Thomas Philip and Anthony Brown, July 2020

1:31 Welcome – Chair Cynthia Richardson

Introductions

Brief updates and announcements from members

Chair Richardson opens the meeting, and hands it over to Lynne to begin the meeting.

1:34 Lynne introduces Emily to lead the land acknowledgement.

1:35 OEEAG Business – Chair Cynthia Richardson

Approval of [August 25, 2020](#)

Chair Richardson asks for motion to approve the meeting minutes for last meeting minutes. Janet Soto moves motion to approve, April Campbell seconds. All approve, motion passes.

1:37 Announcements

Teresa Ferrer- OEEA, if interested please register for

forums. <https://grow.oregoned.org/events/oregon-ethnic-studies-standards-preview-and-feedback-forums>

Jennifer Duvall- Congratulations to April in her new role in the Indian Education Office.

Janet Soto- Chalkboard project rebranded. Check out the new website-

<https://www.betteroregon.org/>

Chair Richardson- Appreciation to Tony with the work being done with the Education Justice Committee.

Cecelia-Major Transfer map in education approved for Oregon.

Marian Zaragoza- Completed design day for human resources, engaging in equity work. To review HR policies and practices. Work will kick off in January.

Chemeketa partnering with Salem-Keizer SD to offer an equity pedagogy class.

1:45 Educator Advancement Council Update – EAC Staff

Staff Introductions

Regional Educator Networks

Section 48/Diversifying Oregon's Pathways in Education

1:48 Diversifying Pathways/ Section 48 Updates (Please refer to meeting materials for slide).

1:55 Debrief on the 2020 Educator Equity Report - Lynne Gardner

Discussion of the Report

Debrief on the Report (Please refer to the meeting materials for the slide deck).
Open for Questions.

2:00 Critical Engagement - OEEAG Members

Breakout workgroup activity

Lynne sets the Directors into the Critical engagement workspace and the directors are assigned into breakout rooms. (Refer to meeting materials for slides).

2:25 Directors are back from the breakout rooms. Discussion follows.

2:34 Looking Ahead to 2021 - OEEAG Members

Breakout workgroup activity

Looking ahead to 2021. Interim Director Daniel introduces the next Critical engagement activity. (Please refer to the meeting materials for slide deck).

2:53 Directors are brought back into the big group and discussion followed.

2:56 Proposed Meeting Schedule for 2021

March 17

June 16

September 1

November 17

Proposed dates for 2021 (Please refer to the meeting materials for Slide deck)

In closing plus/delta responses, corrections/edits document.

2:55 Plus/Delta Feedback

[Response Form](#)

3:00 Adjourn

Chair Richardson gives closing remarks and thanks everyone for all the work and wishes everyone happy holidays. Closes the meeting.

Related Resources:

[Governor's Recommended Budget for the Oregon Department of Education](#)

Reports Related to the Implementation of Educators Equity Act [ORS.342.448](#)

[Updated 2020 Educator Equity Report](#)



WORKING STRENGTH TO STRENGTH

Oregon Educator Equity Advisory Council

December 16, 2020

1:30 - 3:00 PM

"The Educator Equity Report aims to provide a statewide evaluation of progress on the efforts to support racially affirming and culturally sustaining environments for every educator and student in schools across the state" (Forward).

Agenda | 12.16.20

- 1:30 Welcome – Chair Cynthia Richardson**
 - Introductions
 - Brief updates and announcements from members
- 1:40 OEEAG Business – Chair Cynthia Richardson**
 - Approval of [August 25, 2020 Minutes](#)
- 1:45 Educator Advancement Council Brief – EAC Staff**
 - Staff Introductions
 - Section 48 of the Student Success Act
- 1:55 Debrief on the 2020 Report - Lynne Gardner**
- 2:00 Critical Engagement - OEEAG Members**
- 2:25 Looking Ahead to 2021 - OEEAG Members**
- 2:50 Proposed Meeting Schedule for 2021**
- 2:55 Plus/Delta Feedback**
- 3:00 Adjourn**



Land Acknowledgement

We'd like to acknowledge the many tribes and bands who call Oregon their ancestral territory and honor the ongoing relationship between the land, plants, animals and people indigenous to this place we now call Oregon. We recognize the continued sovereignty of the nine federally recognized tribes who have ties to this place and thank them for continuing to teach us how we might all be here together.



Welcome and OEEAG Business





EAC Staff Introductions

Daniel Ramirez

Angela Bluhm

Mercedes Jones

Emily McCaffrey

Elizabeth Castillo

Lynne Gardner

Diversifying Pathways/Section 48 Updates

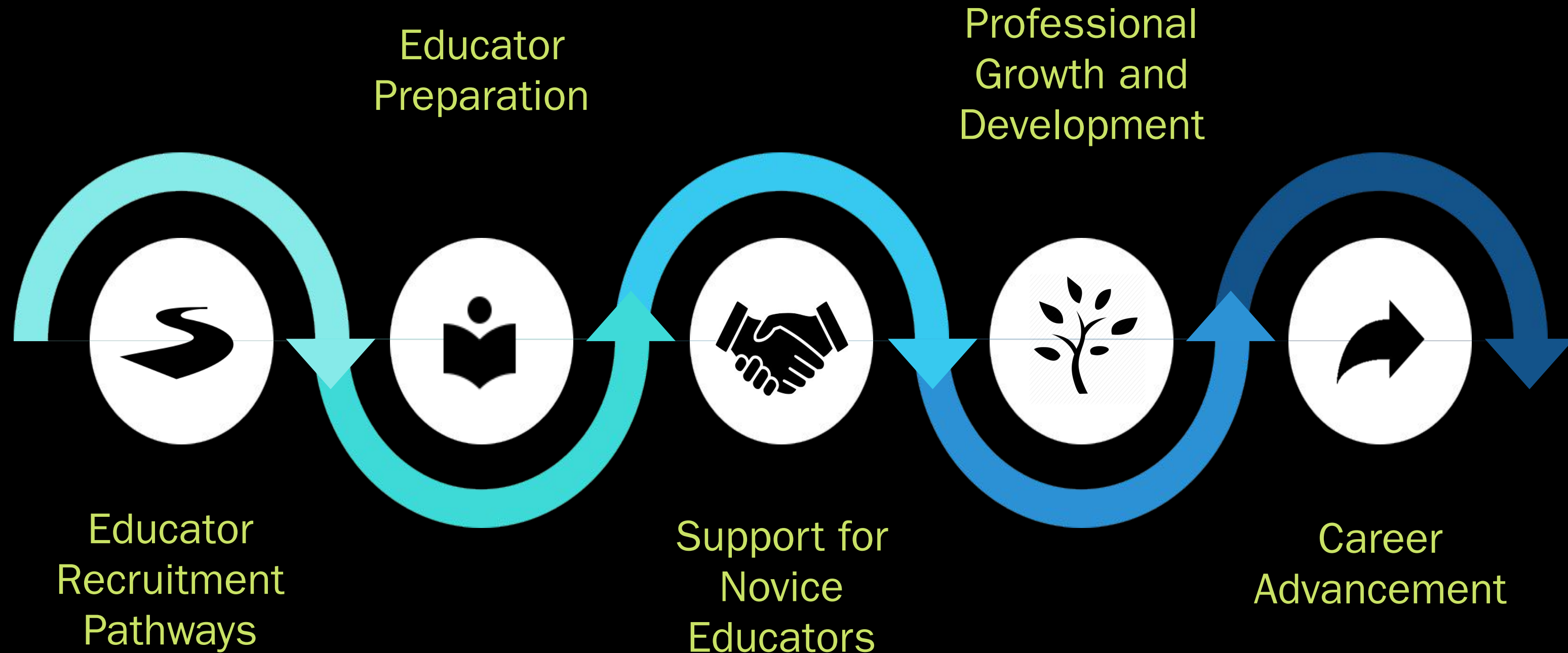
- [Oregon Teacher Scholarship Program](#)
- [Oregon Administrator Scholarship Program](#)
- [Stipends available for Licensing and Assessments](#)
- 27 applications received for emerging and existing GYO/Teacher Pathway Programs
- Public University Equity Plans
- Expanded Antiracism Course Opportunities
- Racial Justice Institute in Process with DAS

Debrief on the Educator Equity Report

- Responding to COVID and impacts to communities of color in Oregon
- Structural changes
 - Create clear processes to plan, review, analyze and produce the report
 - Re-evaluate data methods
 - Strengthen multi-agency narratives
 - Advantages of the digital form
- New date for release of report, October 2021



Thinking about the Framework and Narrative of the Report



Critical Engagement

In what ways does the 2020 Educator Equity Report support the vision and goals to recruit, sustain, retain, and support educators of color in Oregon?
In what ways does it not?



Looking Ahead to 2021



“Collectively, we need to ask more critical questions about recruitment and retention and create space to hear the stories our most marginalized educators tell us in order to better understand the problem we are trying to solve” (p. 7).

Looking Ahead to 2021

What do we want to keep? Why?

What do we want to change? Why?

Who is not included? Who should we invite?

How can/should the report be leveraged?

How to engage with audiences across the state?

Moving forward,
how do we want to
proceed in 2021?



Proposed Meeting Dates 2021

- March 17
- June 16
- September 1
- November 17



In Closing

- In preparation for the next OEEAG meeting, please complete this brief survey [Plus/Delta Responses](#)
- If you have any suggestions/changes to make on the 2020 Report, please add them [Corrections/Edits Document](#) by December 23, 2020