

# 2022 Oregon Educator Equity Summit

September 22-23  
Salem, Oregon

We are Connected!  
All of Us  
All the Time  
Always



## THURSDAY, SEPTEMBER 22, 2022

8:00 to 4:00 ..... Registration Open.....Willamette Foyer

9:00 to 12:00..... New Superintendents Academy.....Santiam 1

12:45 to 1:00..... Conference Opening - NATIVES Drum..... Willamette Room

1:00 to 2:30 ..... General Session I: Welcome: Carmen Xiomara Urbina, Deputy Director, ODE/Opening Keynote ..... Willamette Room

The Transformational Power of Rediscovering You!

Keynote: Eugene Hamilton, Founder and Chief Executive Officer, The Eugene Hamilton Group

Self-awareness is one of the core components of effective leadership and is quite possibly the most valuable. In this highly engaging keynote presentation on self-leadership, social-emotional learning, and self-worth, Eugene will share actionable takeaways that will encourage participants to intentionally create breaks in the midst of movement, take time to reflect, and purposefully connect their goals, passion, and mission.

2:30 to 2:45 ..... Break/Visit Exhibitors

2:45 to 3:45 ..... Breakout Sessions: Round I

Exploring Equity: The Power of Trust..... Croisan A & B

Speaker: Eugene Hamilton, Founder and Chief Executive Officer, The Eugene Hamilton Group

Mr. Hamilton will deliver a passionate-filled, high-energy workshop that will provide participants practical tools for embracing and understanding the transformational power of achieving equity through relationship building. Attendees will leave with actionable takeaways that will enable them to overcome challenges and differences in order to achieve optimal success in the classroom, in the office and in the boardroom.

Senate Bill 13: Tribal History/Shared History..... Croisan C

Speaker: Brent Spencer, Operations and Policy Analyst, Oregon Department of Education

This presentation will provide an overview of Tribal History/Shared History, the current lesson plan implementation by districts, lessons offered through the ODE Office of Indian Education, Tribal partners, and future plans for additional lesson plan development.

OSAA Interscholastic Event Expectations and Collaborative Equity Work with OSAA, COSA, OSBA, ODE and OASC.....Santiam 1

Speakers: K.T. Emerson, Assistant Executive Director, Oregon School Activities Association  
Craig Hawkins, Executive Director, Coalition of Oregon School Administrators  
Jim Green, Executive Director, Oregon School Boards Association  
Peter Weber, Executive Director, Oregon School Activities Association  
Carmen Xiomara Urbina, Deputy Director, Oregon Department of Education  
Miles Palacio, Executive Director, Oregon Association of Student Councils

We all believe in the need to develop a culture of inclusion, engagement, and support for all students involved in athletics and activities at our member high schools. This session will review the collaborative work that continues to take place between these organizations and resources available to member schools, as well as discuss best practices for event management with an emphasis on sportsmanship, equity, and inclusion.

Restorative Justice in Education through Practice..... Santiam 2 & 3

Speakers: Francesca Sinapi, Equity, Access and Engagement Officer, Hillsboro SD  
 Yessica Hardin Mercado, Equity, Access and Engagement TOSA, Hillsboro SD  
 Xylecia FynnAikins, 7-12 Universal and Targeted Supports TOSA, Hillsboro SD  
 Jennifer Williams, PK-8 Universal Supports TOSA, Hillsboro SD  
 Alma Hernandez, Program Development Supervisor, Hillsboro SD

This session will discuss a variety of terms and approaches to RJE/RP. We will share some goals of RJE for improving school climate, safety, and learning. RJE/RP is a vision of education that acknowledges that our individual and collective well-being is enhanced less through personal striving than through collective engagement and support. This session will be an invitation to create educational cultures that emphasize social engagement rather than social control.

3:45 to 4:00 .....Break/Visit Exhibitors

4:00 to 5:00 .....Breakout Sessions: Round II

ODE LGBTQ2SIA+ Affirming School Communities ..... Croisan A & B

Speakers: Angie Foster-Lawson, LGBTQ2SIA+ Student Success Coordinator, Oregon Department of Education  
 Karin Moscon, Civil Rights Educational Specialist, Oregon Department of Education

LGBTQ2SIA+ students succeed in school when they have access to supportive educators, peers, families, and school spaces. Oregon Department of Education (ODE) staff will outline the legal requirements of non-discrimination and LGBTQ2SIA+ inclusion policies in Oregon, review data and equity foundations that identify areas of need, and offer resources and implementation support in alignment with the LGBTQ2SIA+ Student Success Plan in order to support school district leaders to plan for the 2022-23 school year.

A Comprehensive Examination of the Experiences of Women and Leaders of Color in the Superintendency Role and Recommendations for Support ..... Croisan C

Speakers: Krista Parent, Deputy Executive Director of Leadership, COSA  
 Shelly Reggiani, Senior Director of Learning, Equity and Communications, COSA

Two significant studies have been conducted over the past two years in Oregon examining the lack of diversity in the superintendency. One study examined the path and barriers for women to the superintendency and the other study looked at the experiences of superintendents of color. Both studies have resulted in action plans to knock down the barriers to the role, and to support women and superintendents of color once in the role of superintendent.

Asset-based Language & Communication .....Santiam 1

Speaker: Naheed Brown, Professional Learning Specialist, Northwest Regional ESD

What does Asset-based Language look like, sound like. How can we communicate with authenticity and transparency with inclusive, asset based language? Participants will get an opportunity to reflect on their practice and co-create a tool to practice Asset-based Language.

Community Partnership in Practice..... Santiam 2 & 3

Speakers: Zinnia Un, Director of Equity and Inclusion, Tigard-Tualatin SD  
 Patricia Peter, Pacific Islander Engagement Program, Immigrant & Refugee Community Org. Partner  
 Kalyna Korok, Youth Advocate, Immigrant & Refugee Community Organization Partner  
 Mathleen Phillip, Family Engagement Advocate, Immigrant Refugee Community Organization Partner  
 Kual'i Pabro, Youth Advocate, Immigrant Refugee Community Organization Partner

At Tigard-Tualatin School District, we center cultural humility and partnerships for change. Our Equity framework honors the complexity of transformational change that centers our historically underserved communities, as we move toward Educational Equity and Racial Justice. Improvement Science and Appreciative inquiry actualizes our work. See how we have partnered with those in our community through staff, student, family affinity and alliance groups, community process, community partners, and collaborative decision-making. See the cycles of improvement throughout the years and how community partnership leads to infrastructure development, connected systems, and focus toward vision and mission.

## 2022 Oregon Educator Equity Summit

Participants will leave with our District Equity Moves handout, examples of how a district is integrating equity in practice. Transformational change management tools, strategies, and processes to prime, support, and build capacity as educational equity leaders. Understanding of restorative practices at a macro scale and equity work centered in trauma informed practices and culture of care.

Listen, Engage, Act Finding Equitable Common Ground through Student Voice and Community Listening and Learning ..... Santiam 4 & 5

Speakers: Christy Perry, Superintendent, Salem-Keizer SD  
Sylvia McDaniel, Director of Community Relations and Communications, Salem-Keizer SD

Public schools are facing divisive issues fueled by the current political climate. Finding common ground is both hard and should be central to our mission. Centering the voice of students can help be a driver for change. In this session you will find out how our Community Learning Sessions, Community Listening Sessions, and Peer-run Student Engagement Cafés support our continued mission to find common ground. We are still living in a divided world, but these engagement strategies help us come together.

5:00 to 6:30 ..... Welcome Reception ..... Willamette Room  
Woodburn High School Mariachi led by Nadia Maksimov.

### FRIDAY, SEPTEMBER 23, 2022

7:30 to 8:15 ..... Check-In/Continental Breakfast ..... Willamette Foyer

8:15 to 8:30 ..... Student Voice ..... Willamette Room  
Speaker: Kennedy Phillips, Student, Parkrose High School and ASB President

8:30 to 9:10 ..... General Session II: Keynote ..... Willamette Room

We Are All In This Together

Keynote: Libra Gilbert-Forde, Speaker, Thought Leader

Passionate about educational leaders working together to ensure every student has what they need to succeed academically and emotionally while taking care of themselves through strong supportive relationships.

9:10 to 9:30 ..... Break/Visit Exhibitors

9:30 to 10:30 ..... Breakout Sessions: Round III

Be the Glue ..... Croisan A & B

Speaker: Libra Gilbert-Forde, Speaker, Thought Leader

Libra will bring storytelling to the space to create understanding around building collective bonding in education spaces.

Equity and Early Learning ..... Croisan C

Speaker: Naheed Brown, Professional Learning Specialist, Northwest Regional ESD

How is the system ready for K-5, and how are we best prepared to focus on our incoming BIPOC students and multilingual learners? Participants will discuss and learn about best practices and strategies to support our K-5 BIPOC and Multilingual Students and Families.

Student Conversation: BIPOC Experiences of Youth Leaders in School – OASC Student Leaders ..... Santiam 1

Speakers: Miles Palacios, Executive Director, Oregon Association of Student Councils

Panel of OASC Student Leaders Representing Portland Public Schools, Hillsboro SD and Tigard-Tualatin SD

Meet with student leaders in your schools as they talk about their experiences as BIPOC youth and engage in conversation with you about how to elevate the voices of students like them.

Menstrual Dignity for Students: Program and Toolkit ..... Santiam 2 & 3

Speakers: Sasha Grenier, Sexuality Education Specialist, Oregon Department of Education

Danise Elijah, Menstrual Dignity Act Analyst, Oregon Department of Education

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Oregon is the first state to have passed legislation requiring free menstrual products in every bathroom in all schools, and is the first state in the country to have published a comprehensive Menstrual Dignity for Students Toolkit. The Oregon Department of Education released this Toolkit in November of 2021, which outlines requirements and recommendations for districts as they implement the Menstrual Dignity Act of 2021 in a way that centers student equity and menstrual dignity. This session will provide an overview of the Menstrual Dignity for Students program, including its background and importance, best practices, and essential equity considerations. In this hour, participants will have time to become acquainted with the Toolkit, engage with equity-centric scenarios, and have an opportunity to ask questions.

10:30 to 10:45 ..... Break/Visit Exhibitors

10:45 to 11:45 ..... Breakout Sessions: Round IV

An overview of the DDS's Vision and Purpose for Equity Teams ..... Croisan A & B

Speakers: LaShawanta Spears, Director of Diversity, Equity & Inclusion, David Douglas SD  
Sabrina Sommer, District Equity TOSA, David Douglas SD

David Douglas Strategic Plan commits to having an equity team that supports staff professional development. Additionally, transportation, nutrition services, and cabinet will receive equity professional development. DEI Department provides equity site visits and ongoing support to equity chairs. As a district, we aim to provide students and families with a feeling of belonging, safety, inclusion, value, embracing, and acceptance.

In the school community and environment, students will see themselves and their voices reflected. Our mission at David Douglas is to provide meaningful, equitable, and highly effective instruction so each student grows and thrives socially, emotionally, and academically.

Are You Questioning? Answering Your Frequently Asked Questions about Serving LGBTQ2SIA+ Students and Staff..... Croisan C

Speakers: Britt Bieberich, LGBTQ2SIA+ Program Manager, Portland Public Schools  
Bailey Anderson, LGBTQ2SIA+ Program Associate, Salem-Keizer SD

In this panel style breakout session, Britt (they/them) and Bailey (she/they), will answer your burning questions around creating more LGBTQ2SIA+ affirming educational spaces. This may include talking about student name changes, using gender inclusive language, updating curriculum, and increasing access to gender affirming facilities as well as access to sports and activities. Britt and Bailey will also share about the work they have done to move their school districts toward being more responsive to the needs of the LGBTQ2SIA+ community. Participants will leave with an understanding of the needs of LGBTQ2SIA+ students and staff, and how to create more welcoming and affirming spaces.

The Future so Bright! Shining the Light On Your Future Educators..... Santiam 1

Speaker: Arcema Tovar, Director of Multicultural Programs, Hillsboro SD  
Brooke Nova, Director of Student Support Networks and Career and College Pathways  
Brandon Hernandez- Roman, Education Liaison, Diverse and Bilingual Teacher Pathway Connector

Participants will learn how to develop and activate a grow your own diverse educator pathway model for their communities. Come and study the Hillsboro School District's 8-year Grow Your Own Model and hear from some of our student's experiences. You will also have planning time to begin to develop your own.

Affinity and Alliance Groups and Partnership for Change..... Santiam 2 & 3

Speakers: Zinnia Un, Director of Equity and Inclusion, Tigard-Tualatin SD  
Lisa Hasuike, Culturally Responsive Coordinator, Tigard-Tualatin SD  
Matt Kingsley, Culturally Responsive Coordinator, Tigard-Tualatin SD  
Octavia Horne, Culturally Responsive Liaison, Tigard-Tualatin SD

At Tigard-Tualatin School District, we center cultural humility and partnerships for change. Our Equity framework honors the complexity of transformational change that centers our historically underserved communities, as we move toward Educational Equity and Racial Justice. Improvement Science and Appreciative inquiry actualizes our work. See how we have partnered with student affinity groups to make meaningful change in our school district. This session will discuss the importance of inward out work and lessons learned related to setting conditions for students to step into partnership with adults, and systems ready for feedback, partnership, and capacity for transformational change. 10 years in the making, and we are building cadence of partnership and feedback loops that support change.

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Legislative Look Back and Preview: A Focus on Statewide Equity-Focused Policies and Budgets..... Santiam 4 & 5  
Speakers: Morgan Allen, Deputy Director of Policy & Advocacy, Coalition of Oregon School Administrators  
Parasa Chanramy, Legislative Director, Coalition of Oregon School Administrators

At this session, COSA's Policy and Advocacy Team will provide a brief recap of the 2022 Legislative Session, preview some of the equity-focused legislation being considered for the 2023 Legislative Session, and discuss how to engage in the legislative process.

11:45 to 12:45..... Lunch ..... Willamette Room  
Music provided by McKay's Jazz Band, directed by Scott Avzaradel

12:45 to 1:45..... Breakout Sessions: Round V

Best Practices and Legal Considerations for Supporting LGBTQIA2S+ Students and Staff ..... Croisan A & B  
Speakers: Joseph Hattrick, Superintendent, Rainier SD  
Jollee Faber Patterson, Partner, Miller Nash, LLP

This session will provide attendees with practical information for supporting our LGBTQIA2S+ students while avoiding some potential legal pitfalls.

Leading and Learning: Equity Teams and Community Engagement ..... Croisan C  
Speakers: Miranda Cryns, Assistant Principal, Roberts and Early College High Schools, Salem-Keizer SD  
Marianne Silvestre, Instructional Mentor, Roberts and Early College High Schools

We at Roberts Alternative Schools in Salem Keizer have committed our equity team to engage, connect and collaborate with community partners, families, and organizations before putting any new initiatives into action. We are using data and balancing it with anecdotes, advocacy, and experiences to ensure that not just voice, but confluence, is at the center of our students' experiences within our school.

Inclusive Schools Leadership Collaborative: For Superintendents Only ..... Santiam 1  
Speaker: Kathy Ludwig, Superintendent, West Linn-Wilsonville SD

The Inclusive Schools Leadership Collaborative (ISLC) is designed to serve as a helpful network where leaders who are interested in inclusive schools or who are leading inclusive schools can identify leadership priorities and moves for systematic change within a safe, collegial and collaborative support system. In this context, "inclusive schools" describes those which ensure that all students on an IEP or otherwise are full members of--and have access to--the general education curriculum in their neighborhood school and classroom. In other words, no more segregated classrooms based on ability or behavior. Our stories and struggles will be held in confidence as we think together and work together. During this time we will meet one another, share where we are in the journey, and offer a workable structure that serves as a "collaborative" to support implementation. When not meeting in person during the year, ISLC meetings are offered via Zoom.

Improving Equity Through Practice: Transformational and Systemic Change (Case Study: Bias Incidents and Hate Speech) ..... Santiam 2 & 3

Speakers: Zinnia Un, Director of Equity and Inclusion, Tigard-Tualatin SD  
Lisa McCall, Assistant Superintendent, Tigard-Tualatin SD

Prior to Every Student Belongs, Tigard-Tualatin School District hosted listening sessions and engaged in the process of improvement science toward equitable change. Follow our Journey Map from understanding a complex problem of hate speech and bias incidents, policy development, administrative rule development, implementation plans, and creating and using Equity infrastructure to address this work with an ongoing commitment to change. Participants will observe the phenomena of Equity Work in Practice and what it takes for a district to take a bold and deliberate step toward educational equity. Key lessons learned that move us beyond first thoughts of what it really takes to practice equity work for transformational change. Protocols will be used to support processing and unpacking the content, which can be used as tools, protocols, and processes for equity work in your own context.



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Participants will leave with our District Equity Moves handout, examples of how a district is addressing bias incidents and hate speech. Transformational change management tools, strategies, and processes to prime, support, and build capacity as educational equity leaders. Understanding of restorative practices at a macro scale and equity work centered in trauma informed practices and culture of care.

Bringing Purpose to SB 732 and Supporting Implementation of Equity Advisory Committees..... Santiam 4 & 5

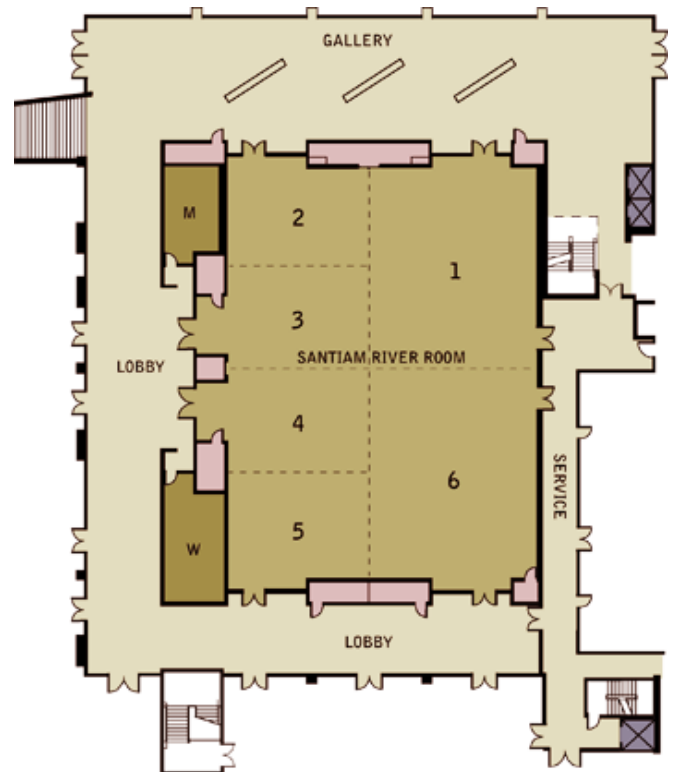
Speakers: Scott Nine, Assistant Superintendent, Oregon Department of Education  
 Muhammad Rahman, Education Specialist, Oregon Department of Education  
 Raeshelle Meyer, Small District Support Program Manager, Oregon Department of Education

Implementing a new law with the potential benefits of SB 732 requires care and attention along with an opportunity to bring purpose to this new law. This session will cover the essentials of what is required, information and early guidance, along with ideas on how to give meaning and purpose to developing or evolving equity advisory committees.

1:45 to 2:00 ..... Break/Visit Exhibitors

2:00 to 3:30 ..... General Session III ..... Willamette Room  
 Creating and Sharing Equity Commitments followed by Individual/Team/District Planning

3:30 to 3:45 ..... Closing..... Willamette Room



## EQUITY & ANTI-RACIST STANCE

The Coalition of Oregon School Administrators (COSA) is a coalition of K-12 education leaders committed to equity and the success of every Oregon student and staff member.

To that end, we will develop and support K-12 education leaders in:

- Ensuring that race is central to our equity work. It is our belief and experience that going deep and staying focused on race supports each of us in building our will, skill, and courage to see, and interrupt, systemic barriers in our schools and districts not only around race, but all forms of inequities and oppression.
- Transforming our systems and institutions by crafting, and implementing, anti-racist policies, budgets, programs, and practices that translate into resource allocation, education rigor, and opportunities for historically and currently marginalized students and staff inclusive of race, ethnicity, culture, family economics, mobility, language, gender, gender identity, sexual orientation, disability, or initial proficiencies.
- Supporting districts and education service districts to recruit, hire, support, develop, promote, and retain staff (classified, certified, and administrative) who reflect the diversity of the students in our state.
- Cultivating the unique gifts, talents, and interests of every Oregon student so that success and failure are no longer predicted nor predetermined by race, ethnicity, culture, family economics, mobility, language, gender, gender identity, sexual orientation, disability, or initial proficiencies.

## EQUITY & ANTI-RACIST LENS

The purpose of COSA's equity and anti-racist stance is to clearly articulate the shared goals we have for K-12 and ESD leaders throughout Oregon and the students, staff, schools, and districts they serve. By utilizing an equity and anti-racist lens, COSA aims to provide a filter and protocol for ensuring that our resource allocation, partnerships, initiatives, and events align with our mission, vision, and Equity and Anti-Racist Stance. The following questions will be utilized when making critical decisions.

1. Does the decision/initiative/investment align with our mission, vision, and Equity and Anti-Racist Stance?
2. What is the purpose and what are we trying to achieve with this decision/initiative/investment?
3. How does the decision/initiative/investment address systemic barriers in education that affect students/staff/administrators who are members of groups who have experienced historical marginalization?
  - Who does this decision/initiative/investment affect both positively and negatively?
  - How have stakeholders, particularly those who have experienced historical marginalization, been meaningfully engaged in the process and development of said decision/initiative/investment?
  - Are we identifying and addressing the components of systemic oppression that may be at play in, or are contributing to, the situation?
4. Does the decision/initiative/investment being made ignore or worsen existing disparities or produce other unintended consequences, especially for people of color and other groups who have experienced historical marginalization?
5. What would it take for this decision/initiative/investment to be both sustainable and scalable?

Conference Sponsored By:



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2022  
2023

CALENDAR OF EVENTS

LAST UPDATED: SEPTEMBER 13, 2022

COALITION OF OREGON  
SCHOOL ADMINISTRATORS

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PROFESSIONAL LEARNING

SEPTEMBER 2022

- 21 .....OACOA Seminar Series .....Virtual
22 .....New Superintendent Academies Years 1 & 2 .....The Grand Hotel, Salem
22-23 .....Educator Equity Conference .....The Grand Hotel, Salem

OCTOBER 2022

- 5 .....New Special Education Directors Academy ..... Graduate Eugene
5 .....Equity Academy I & II for Educators ..... Graduate Eugene
5 .....Assistant Principals Seminar Series ..... Graduate Eugene
5-7 .....ODE/COSA Special Education Conference ..... Graduate Eugene
7 .....New Superintendent Academies Years 1 & 2 ..... Graduate Eugene
13-14 .....COSA/Oregon Trail Regional Education Network Training (beginning) .....La Grande/Eastern Oregon University
22-23 .....Annual Principals Conference ..... Graduate Eugene
23 .....New Principals Academy ..... Graduate Eugene
24 .....Aspiring Superintendent Program ..... Graduate Eugene

DECEMBER 2022

- 7 .....Equity Academy I & II for Educators ..... Graduate Eugene
7 .....New Principals Academy ..... Graduate Eugene
7 .....New Special Education Directors Academy ..... Graduate Eugene
7 .....Aspiring Superintendent Program ..... Graduate Eugene
7-9 .....Oregon School Law Conference ..... Graduate Eugene

JANUARY 2023

- 11 .....Assistant Principals Seminar Series .....Virtual
25 .....New Superintendent Academies Years 1 & 2 ..... Salishan, Gleneden Beach
26-28 .....OACOA/OASE Winter Conference ..... Salishan, Gleneden Beach
28 .....OACOA Seminar Series ..... Salishan, Gleneden Beach

FEBRUARY 2023

- 8 .....Aspiring Superintendent Program .....COSA Office, Salem

MARCH 2023

- 8 .....OACOA Seminar Series ..... Graduate Eugene
8 .....New Principals Academy ..... Graduate Eugene
8 .....Equity Academy I & II for Educators ..... Graduate Eugene
8-10 .....State English Learners Alliance Conference ..... Graduate Eugene

APRIL 2023

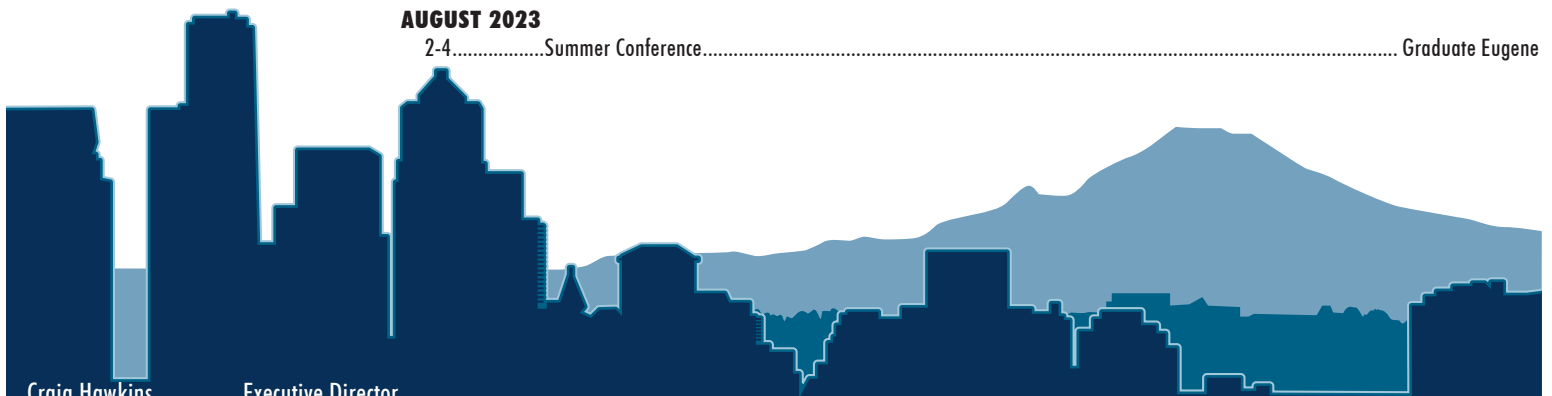
- 12 .....Assistant Principals Seminar Series .....Virtual
14 .....New Superintendent Academies Years 1 & 2 .....Sunriver Resort, Sunriver

JUNE 2023

- 21-23 .....49th Annual Seaside Conference .....Seaside Civic & Convention Center, Seaside
21 .....Assistant Principals Seminar Series .....Seaside Civic & Convention Center, Seaside

AUGUST 2023

- 2-4 .....Summer Conference ..... Graduate Eugene



- Craig Hawkins .....Executive Director
Krista Parent .....Deputy Director of Executive Leadership
Tina Acker .....Senior Director of Professional Learning
Carmen Gelman .....Director of Professional Learning
Shelly Reggiani .....Senior Director of Learning, Equity and Communications
Morgan Allen .....Deputy Director of Policy and Advocacy
Parasa Chanramy .....Legislative Director

COSA offers professional learning opportunities for Oregon school leaders that are unmatched and unavailable anywhere else. Not yet a COSA member? Join now and start taking advantage of exclusive benefits that help you to enhance and ensure your success as an educational leader.