



## STAFF REPORT

**Date:** September 26, 2023  
**To:** School Board  
**From:** Mary Kane, Senior Legal Counsel  
**Subject:** Revision of Affirmative Action Policy 5.10.025-P

---

### **BACKGROUND**

This policy was adopted in 2013, in response to the Oregon Legislature's passage of the Minority Teacher Act. In 2015, the Legislature changed the name to the Educators Equity Act and in 2021, promulgated additional provisions to the Act. The proposed revisions to the policy reflect these changes.

### **RELATED POLICIES/BEST PRACTICES**

In addition to several existing work streams, in March 2022, the District's Strategic Plan prioritized the development of a diverse, high-quality and thriving workforce.

More information is available [here](#).

### **FISCAL IMPACT**

There is no fiscal impact.

### **COMMUNITY ENGAGEMENT (IF APPLICABLE)**

Because these changes were made to comport with state law, there was no community engagement other than two public Policy Committee meetings.

### **TIMELINE FOR IMPLEMENTATION / EVALUATION**

The revised policy will be effective immediately.

### **STAFF RECOMMENDATION**

Staff recommends the Board adopt this amended policy.

---

### **ATTACHMENTS**

- A. Redline copy of Affirmative Action Policy
- B. Clean copy of Diversity in Employment Policy