

# Board Policy

## Anti-Racist Learning Communities 4.XX.XXX-P

12/3/20 Draft

### I. Purpose

Portland Public Schools is committed to an anti-racist and racial equity and social justice approach to public education to ensure a learning environment that is free from hate and the legacy of school segregation and institutional racism for all students and staff. The District unequivocally affirms that Black lives matter. We believe in the fundamental right to human

dignity and that generating an equitable world requires an educational system that intentionally disrupts—and builds leaders to disrupt—systems of oppression.

We can begin the process of healing through our policies and curriculum to address cultural and institutional racism. The District must create an inclusive environment that reflects and supports the racial and ethnic diversity of our student population and community.

Every student is entitled to a high-quality educational experience, free from discrimination or harassment based on perceived race, color, ethnicity, religion, gender identity, sexual orientation, disability, or national origin.

Every employee is entitled to work in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability, or national origin.

Every visitor is entitled to participate in an environment that is free from discrimination or harassment based on perceived race, color, religion, gender identity, sexual orientation, disability, or national origin.

### II. Definitions

1. “Bias incident” means a person’s hostile expression of animus toward another person, relating to the other person’s perceived race, color, ethnicity, religion, gender identity, sexual orientation, disability, or national origin of which criminal investigation or prosecution is impossible or inappropriate. Bias incidents may include derogatory language or behavior directed at or about any of the preceding demographic groups.

2. “Symbol of hate” means a symbol, image, or object that expresses animus on the basis of race, color, religion, gender identity, sexual orientation, disability, or national origin including, the noose, swastika, or confederate flag, and symbols contained in the [Hate on Display Hate Symbols Database](#). and whose display:

- a. Is reasonably likely to cause a substantial disruption of or material interference with school activities; or
- b. Is reasonably likely to interfere with the rights of students by denying them full access to the services, activities, and opportunities offered by a school or program.

It is important for students and staff to understand the historical context of hate symbols. For example, the swastika was appropriated in the 1930s by Nazis in Germany where it became a symbol of terror for Jews, Romany, and other minorities.

*Liz Large:  
Suggested  
addition by  
Director Bailey*

- 3. "Hate Speech" means the written, verbal, visual or symbolic expression of animus on the basis of race, color, religion, gender identity, sexual orientation, disability or national origin.

### III. Expectations and Consequences

**We will not tolerate in our schools or programs or on our property any symbols of hate that are disruptive to the learning environment; contain language, symbols, or images that are discriminatory; are recognized to promote hate or violent conduct; or contain threats . These include, but are not limited to, student and adult clothing, apparel, accessories, gestures, or other symbols such as those that depict symbols of hate.**

The District prohibits the use or display of any symbols of hate on District grounds or in any District- or school-sponsored program, service, school, or activity, except where used in teaching curriculum that is aligned to the Oregon State Standards. In addition, the District will incorporate learning opportunities [in the classroom? PD?] to support the goals of this policy.

*Liz Large:  
Question from  
Director Bailey*

The District will approach consequences using a restorative justice approach, which will include appropriate consequences including discipline.

The District prohibits retaliation against any individual because that person has in good faith filed a charge, testified, assisted, or participated in an investigation, proceeding, or hearing; and further prohibits anyone from coercing, intimidating, threatening, or interfering with an individual for exercising any rights guaranteed under state and federal law.

Nothing in this policy is intended to interfere with the lawful use of District facilities pursuant to a lease or license.

END OF POLICY

In responding to the use of any symbols of hate, the District will follow the procedures outlined in the Anti-Racist Learning Communities Administrative Directive found [here](#).

A glossary of definitions of the types of behavior and beliefs that are instrumental in the development of bias incidents can be found here: [hyperlink to glossary]

Legal Reference(s):

[ORS 659.850](#); [ORS 659.852](#); [OAR 581-002-0005](#); [OAR 581-022-2312](#); [OAR 581-022-2370](#)

*Tinker v. Des Moines Indep. Cmty. Sch. Dist.*, 393 U.S. 503 (1969).

*Dariano v. Morgan Hill Unified Sch. Dist.*, 767 F.3d 764 (9th Cir. 2014).

*State v. Robertson*, 293 Or. 402 (1982).

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OSBA: **ACB**

Adopted: \_\_/20

### Glossary of Terms--DRAFT

“Anti-Semitism” means the hostile beliefs and behaviors towards Jews because they are Jewish. It can take the form of cultural bias such as prejudiced or stereotyped views about Jews and/or political efforts to isolate and oppress them.

“Misogyny” means the dislike of, contempt for, or prejudice against women.

“Racism” means the system of power where one group has the power to carry out systemic discrimination through the institutional policies and practices of the society and by shaping cultural belief and values that support those racist policies and practices. Racism is expressed in three ways: individual, institutional, and cultural. Individual racism refers to the individual beliefs, attitudes, and actions of individuals that support and/or perpetuate racism in conscious and unconscious ways. Cultural racism refers to the beliefs, values, and norms that value association with white people or whiteness as automatically better or the standard. Institutional racism refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups and, while those policies may never explicitly mention any racial group, their effect is to create advantages for white people and disadvantage and oppression for people of color.

“Anti-racism” means active opposition to racism through advocacy for changes in policy, practices, and behaviors.

“White Supremacy” means the ideology that white people and the ideas, thoughts, beliefs, and actions of white people are superior to people of color and their ideas, thoughts, beliefs, and actions.

“White Nationalism” means a bigoted social movement that espouses white supremacy or white separatist ideologies, often focusing on the alleged inferiority of people of color, women, immigrants, Muslim, and Jewish people.

“Bigotry” means intolerant prejudice that glorifies one’s own group and denigrates members of other groups.

“Diversity” includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another.

“Inclusion” means the act of authentically bringing in traditionally excluded individuals and/or groups into processes, activities, and decision and policy making in a new way that shares power.

“Microaggressions” means the everyday verbal, nonverbal, and environmental slights, snubs, or insults whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

“Intersectionality” means the lens for seeing the way in which various forms of inequality often operate together and exacerbate each other.

“Ableism”

“Islamophobia”

“Ageism”

“Sexism”

“Classism”

“Privilege”