



Date: March 10, 2021
To: Senate Education Committee, Chair Dembrow and Members
From: Jared Mason-Gere, Oregon Education Association Government Relations
RE: *SB 732*

The Oregon Education Association on behalf of 41,000 members across Oregon urges support for SB 732. The social, organizational and individual culture in our country, state, and our schools has long been centered and framed around racist practices and systems. These racist practices and systems institutionalize exclusive rights and disparities and will continue to perpetuate themselves unless interrupted by persistent transformative work around racial justice.

That will require very purposeful examination of our behaviors and decision-making, and the application of filters that seek to understand the impact of the various decisions that a school district makes. The education outcomes of students and families will benefit from committees that put the perspectives of Black, Indigenous, and People of Color front and center in ensuring the consideration all aspects of policy decisions.

We do propose adding language to Section 2 subsection (2) that would add to the committee's duties a review of district hiring practices and advise the district on policy decision effects on the district's ability to attract and retain educators from marginalized or historically underrepresented communities.

Thank you for your consideration. We urge your support.