Inputs

1. Establish DEI goals for board membership.
2. Review and Revise Bylaws through DEI lens.
3. Board will consider new seats for alumni, teachers, and students.
4. Create system of stakeholder engagement through Board office hours, meetings, meeting norms and board practices.

Activities

1. Adopt DEI goals for recruitment and retention of students, faculty, staff, and administrators of color.
2. Monitor and communicate progress towards DEI goals on timeline.
3. Establish Equity Task Force with reporting responsibilities to the Board.
4. Review, Revise, and create policy through DEI lens.
5. Revise complaint process and designate Ombudsman.

1. Establish equity budget benchmark.
2. Establish advancement DEI goal.
3. Consider all budget expenditures through equity lens.

1. Review and revise as needed the Anti-discrimination and ADA notices.
2. Support and allocate resources to the recruitment and retention of POC and LGBTQ+ staff.
3. Support and allocate resources to coaching for administration and staff.

Outputs

1. Multidisciplinary Board membership.
2. By-Laws state that at least 50% of Board POC and LGBTQ+.
3. Adoption of revised OSA Board By-Laws.
4. Implementation of Board office hours, Board member participation in standing OSA stakeholder meetings, and meeting norms/practices facilitate public engagement.

Short-term outcomes

1. Progress reports provided to Board and community stakeholders on DEI goals on timeline that allows for program improvement.
2. Monthly reports from Equity task force.
3. Implementation of complaint process.
4. New/revised Board policies.

Long-term outcomes

1. Equity Task Force is operational and informs OSA policy and operations.
2. DEI strategies are implemented and progress is measured.

1. Increased investments in DEI strategies and DEI budget allocations for 2021-22.
2. DEI advancement strategies incorporated in advancement and sustainability planning.
3. Budget approval process includes DEI discussion and analysis.

15%–20% of OSA budget earmarked for DEI strategies.

1. HR policies support DEI.
2. Anti-discrimination and ADA notices are robust and disseminated.
3. Recruitment and retention strategies are funded and evaluated for effectiveness.

Diversity among all staff in hiring and recruitment with aspirational goal of 80% diversity.

Assumptions: All Oakland students should have access to a quality free public arts education. To realise OSA’s justice, equity, diversity, and inclusion (JEDI) goals, OSA must develop and implement concrete JEDI strategies at all levels of the organization, beginning with governance. OSA must create greater equity for students, families, and staff to evolve into a sustainable model supporting future charter renewals and to be accountable to stakeholders.

Contextual factors: OSA is a public charter school that must serve the community and comply with state and district requirements for charter schools. Charters of schools failing to meet the needs of their communities have been revoked. Currently OSA students and staff demographics do not reflect the greater Oakland or OUSD. The current OSA charter requires the school to meet diversity goals. All levels of the organization must use their authority to create systems that support these goals and remove existing barriers.