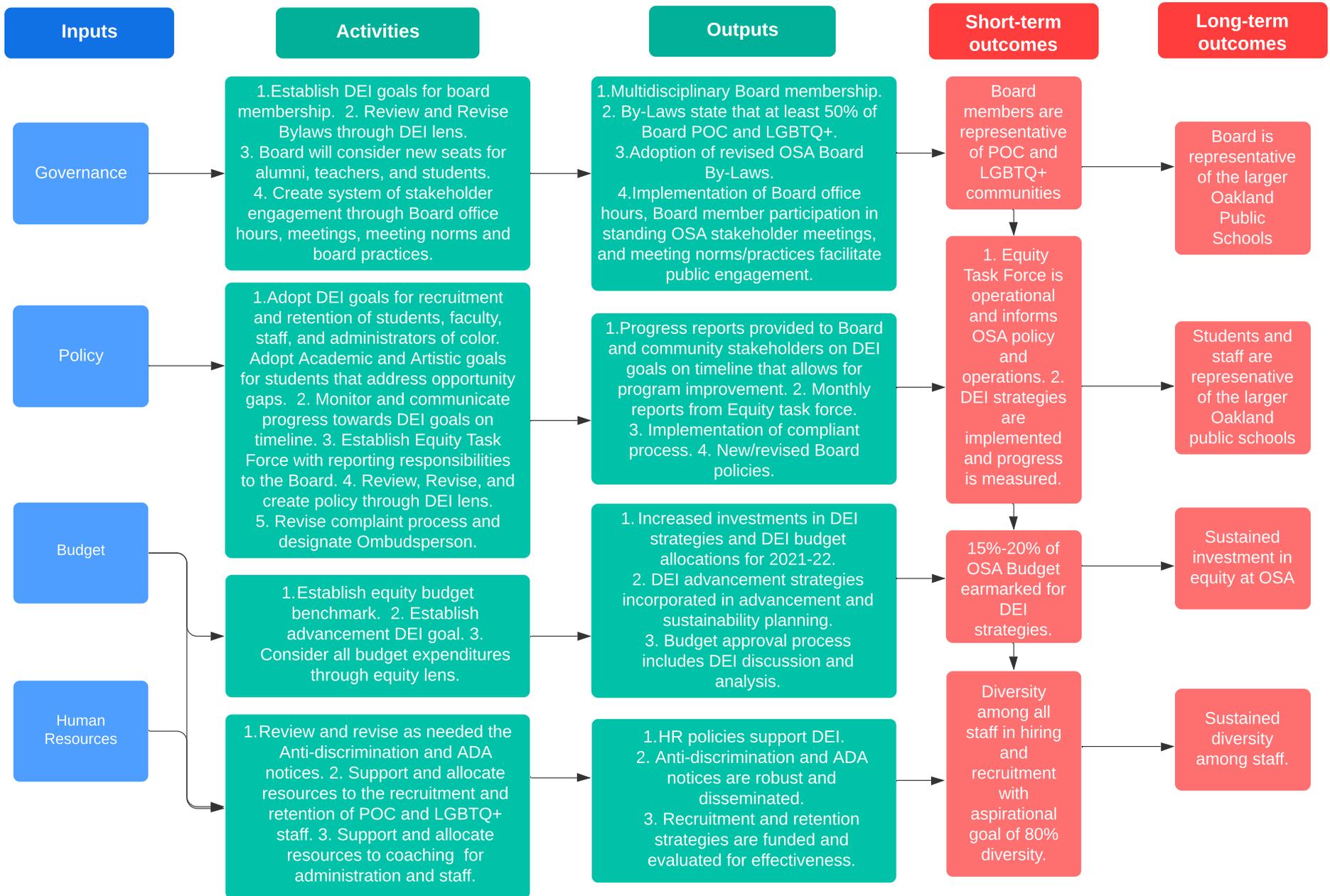


OSA Board Equity Platform- DRAFT

jalvarado | November 22, 2021



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 Charters of schools failing to meet the needs of their communities have been revoked.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.