



KITSAP COUNTY COUNCIL FOR HUMAN RIGHTS

Commissioners' Office, 614 Division Street, MS-4, Port Orchard, WA 98366

March 8, 2023

Kitsap County Community Members, North Kitsap School Board Members, North Kitsap School District Equity Officer Rachel Davenport, and North Kitsap School District Superintendent Dr. Evans–

Council for Human Rights

Dionne Deschenne, Chair

Christina Barone

Judy Friesem

Elizabeth Holmes

Erin Lanum

Gregg Nebel

Marlaina Simmons

Cris Amburgey

Kirsten Dahlquist

Rochelle Karlsen

Augustine Lujan

Vision

Kitsap County shall be a caring, supportive, and safe community for all its citizens—a community which values each individual, celebrates individual differences, and recognizes the importance of each person's contribution.

Mission

The mission of the Kitsap County Council for Human Rights is twofold:
1) To advise county government and Kitsap County residents on issues related to discrimination, violence and harassment based on race or national origin, religion, age, gender, gender expression, sexual orientation, disability, or economic status;
2) Promote the equitable treatment of all citizens and reduce prejudice through education, resource referrals, and advocacy.

Board of County Commissioners

Robert Gelder

Charlotte Garrido

Katherine Walters



The [Kitsap County Council for Human Rights](#) is comprised of residents of Kitsap County appointed by the Board of County Commissioners to 1) advise county government and the Kitsap County community on issues related to discrimination, violence, and harassment based on race or national origin, religion, age, gender, gender expression, sexual orientation, disability, or economic status, and 2) to promote equitable treatment of all people and reduce prejudice through education, resource referrals, and advocacy.

With this mission as our directive, and with the existence of [State](#) and [federal](#) laws that protect the rights of all community members to have access to an educational environment free of discrimination, the members of the Kitsap County Council for Human Rights stand with and support the students and families who have experienced ongoing racism and bigotry in North Kitsap schools.

These incidents are all the more concerning in light of [Resolution 2021-01 Declaring Racism a Public Health Crisis](#), which was approved by the Kitsap Public Health Board two years ago. We support the work of the Health Board to address this crisis, as well as efforts by the State and County governments to ensure equity in all areas of public policy development and implementation. These incidents of discrimination, left unaddressed, have required further action by North Kitsap students and their families, with the support of the Kitsap County Council for Human Rights, as expressed in our March 18, 2022 [statement](#). This statement reiterates the rights of all youth, their families, and Kitsap County residents to report incidents of discrimination to the proper authorities, including school administrators at State and local levels, and to have them addressed, as required by law.

The Council has learned of requests made of the North Kitsap School Board by our Latiné community members in response to racist behavior. We are in receipt of Danielle Rueb-Castillejo's letters and emails to the North Kitsap School Board which capture the accounts of *many* community members directly and indirectly impacted by these experiences with racism. We urge the School Board to 1) actively investigate and address *all* reports of racism and bigotry, 2) respond to the requests in Rueb-Castillejo's letter, as well as 3) partner with BIPOC communities' leaders to identify and implement other appropriate solutions. It is crucial that *all* youth feel valued, safe, and free to pursue their education in a secure, caring, and supportive environment.

The Kitsap County Council for Human Rights is dedicated to cultivating a safe and welcoming community that values each individual, celebrates individual differences, and recognizes the importance of each person's contribution. We encourage individuals to utilize resources regarding the status of human rights within Kitsap County, including those on the [Council's website](#).

Respectfully Submitted,

Members of the Kitsap County Council for Human Rights
KitsapCouncilHumanRights@gmail.com

CC: Robert Harris, President of NAACP Bremerton
Sarah Albertson, Washington OSPI Department of Equity and Inclusion
Danielle Rueb-Castillejo
Kitsap County Board of Commissioners

Kitsap Latino Community

Kitsap Advocating for Im/migrant Rights and Equality

WAYFINDING THERAPY

Kitsap Latino Community

February 22, 2023

Dear Ms. Davenport and North Kitsap School Board,

First, I want to express our gratitude that you have acknowledged the receipt of our 77 emails, and that you are taking the time to investigate the allegations of discrimination against a protected class. We are so grateful to know that we are not alone. We invite the North Kitsap School Board to urgently consider practical solutions with the Latino Community. The North Kitsap Latino community offers the school district, community based, practical solutions to form a partnership. A partnership we recognize is built with other communities of color, including immigrants of other national origins, African American students, AAPI students, and Indigenous students.

We are in the process that the educational system prescribes (OSPI) to use our voices to communicate our concerns with the North Kitsap School District. Our request would be that you would meet with the Latino Parent Group, implement these solutions as soon as possible, and work with us on a timeline.

We are asking the North Kitsap School District for two things (generally):

1. Equal Access to Education for English Language Learners
2. Pursuit of a Culture of Belonging - educating and providing learning for teachers on nondiscrimination

Here are the practical ways to achieve these goals in partnership with our Community:

1. Equity Concern Form

Equity Concern form: English Sample

Equity Concern form: Spanish Sample

This form could be public facing for staff, students, parents and community members. It should be submitted to the equity facilitator, and have an administrator monitor submissions. Names are redacted before bringing it to the equity council, council and admin use a set protocol and equity lens tool to work towards investigation/resolution. If this is an HR or union concern, the submission will be forwarded to those departments.

(This form also notifies all im/migrants in North Kitsap School District that this school district is a welcoming district. Therefore, submission of this form is an inclusive and protected process. As complaints to the district or the administrations are submitted via the equity concern form or by any other means (email, letter, verbally, etc.) this process is protected. Therefore, threats toward im/migrants will not be tolerated. The Education Equity Council will ensure the follow up with families by school administration protects the safety of the students and families.)

**(see solution 7 for Education Equity Council)*

2. Translation and Interpreting: Critical communication (critical needs to be defined) will be translated in the top three languages

Critical communication (critical needs to be defined collectively with Ethnic Communities) will be translated in the top three languages other than English. Interpreters will be made available for parents to communicate with administrators and/or educators. Google form/other digital devices will not be used to schedule services as this is a barrier for some families. Furthermore, based on data collected annually by the district, the district will translate the top three languages by year.

3. EL Language Acquisition Student Supports, Curriculum

- EL students will receive language support on a regular basis, at least 4 days a week for a minimum of 20 minutes a day.
- EL students will be placed in classrooms with teachers that are trained in best practice such as EL endorsed, SIOP and/or GLAD trained.
- Staff will be monitored to ensure strategies are used during instruction, accountability that strategies are used.
- Administrators will monitor and evaluate staff.
- The district will ensure that all students have access to core content, this means that research based practices are being used during instruction to ensure full core content access (access means that kids understand what is being taught).
- EL staff will use language acquisition curriculum that support all four domains; speaking, listening, reading and writing skills.

4. Professional development for all administrators, teachers, paraprofessionals and any staff that come in contact with students and families.

Professional development on the following topics should be attended by those listed. It should be mandated and facilitated by administrators and/or someone with the educational background and experience in racial justice/equity work:

PD on the following but not limited to:

- difference between equality and equity
- Impact of racial trauma
- Understanding student needs and how to support them
- Staff will be paid to attend.

5. Ethnic/Race Community Liaisons: NKSD needs a community liaison to provide direct support to families. We know that the Suquamish and Port Gamble S'Klallam Tribes have a liaison, and we need a liaison for the following communities to provide advocacy, communicate community needs, create safety and belonging, and address

depression, anxiety, and mental health: African American, AAPI, Latino/a/x, and the Indigenous liaisons.

6. **The Latino community would like to see the 2, 3 and 5 year plan that is currently in place to meet the needs of both students of color and their parents.** If you do not have a current plan, we would ask that the Community Liaisons speak with families, and in collaboration with the District, prioritize action items to create a 2, 3 and 5 year plan. We also ask that the equity lens tool that the district uses be created by and include the voices of marginalized communities. An all white leadership cannot make equitable decisions without gathering and elevating the voice of the communities that they are currently dismissing and harming.
7. **Education Equity Council: Reinstate the Equity Council, including the 4-6 community liaisons from the district.** The equity council will review the “Equity Concern Forms” from solution #1, that are presented to the council. As complaints to the district or the administrations are submitted via the equity concern form or by any other means (email, letter, verbally, etc.) this process is protected. Therefore, threats toward im/migrants will not be tolerated. The Education Equity Council will ensure the follow up with families by school administration protects the safety of the students and families.

These solutions are important to the leaders in our school district, because belonging, education, access to learning, the need to fight poverty, homelessness, drug addiction and gun violence are essential. Lack of stable housing, mental health care concerns, and poverty are areas that are historically and currently (also) linked to racism, racial trauma and systems of oppression. We are advocating for our school district to be proactive. When the Kitsap County Health Department declared racism a public health crisis, the county recognized this need.

Although not all of the school shootings are connected to race, they are connected to a sense of loneliness, lack of belonging - isolation. I know I speak on behalf of the Latino community and many others when I express an urgent desire to address the roots of school gun violence, depression, and youth mental health, rather than wake up to the phone call that tells me my children are in a school lockdown. Our students are leading the way for us, asking our generation to provide safety, learning opportunities, and model something different. Let us follow their lead and work together.

Sincerely,

Kitsap Advocating for Im/migrant Rights and Equality
WAYFINDING THERAPY - Danielle S. Rueb - Castillejo
Kitsap Latino Community