

**1996**  
**27,270**  
Black students  
in OUSD

**2019**  
**8,314**  
Black students in OUSD  
(in-district schools)

# REPARATIONS for BLACK STUDENTS in OUSD

Reparations are necessary to undo anti-Black racism in education. By building anti-racist cultures of belonging, compassion, and justice where Black children thrive - we are creating environments that meet the needs of all students.

## BLACK STUDENTS AND PARENTS SPEAK OUT

The Black Working Group of J4OS spent the past two years bringing together 150 Black students, parents, teachers, principals, and staff - to share our experiences and to lift our solutions.

Anti-Black RACISM in OUSD looks like this

Tracking Over Punishment Digital Divide  
Fear Deficit Lens 'Othering'  
Criminalization  
Erasure from Curriculum Lack of Healing  
Bias Low Expectations Low outcomes are normalized  
Lack of empathy for Black Children  
Lack of Black family engagement

## ANTI-BLACK RACISM PUSHED-OUT BLACK FAMILIES

White supremacy and anti-Blackness affects everyone. We need to create school systems where proximity to a culture of whiteness and distance from Blackness is not the primary factor that determines success or failure.

### DECADES OF DISINVESTMENT

in Black communities and closing 16 historically 'Black' schools in the last 15 years, caused generations of harm to Black families.



### SOLUTIONS ARE NOT SYSTEMIC

OUSD's band-aid solutions do not address the scale of the problem. We demand a cross-system (state, city and county) response.

### NO PROTECTION OR RECOURSE

for Black students, families, and staff who are harmed by anti-Black racism in the classroom, school, and district.

### OUSD IS MOST ACCOUNTABLE TO WHITE, PRIVILEGED, & HILLS FAMILIES

Parents raise \$5 million a year for the most privileged students in OUSD. (2017). They hold a disproportionate amount of influence and representation in decision-making - while the majority of OUSD students are low-income Black and Brown.



Join Us! Black students, families, teachers, staff, and allies:  
**DEMAND OUSD END ANTI-BLACK RACISM!**

Dear black students,  
In this classroom,  
your life matters.

### STOP HARM

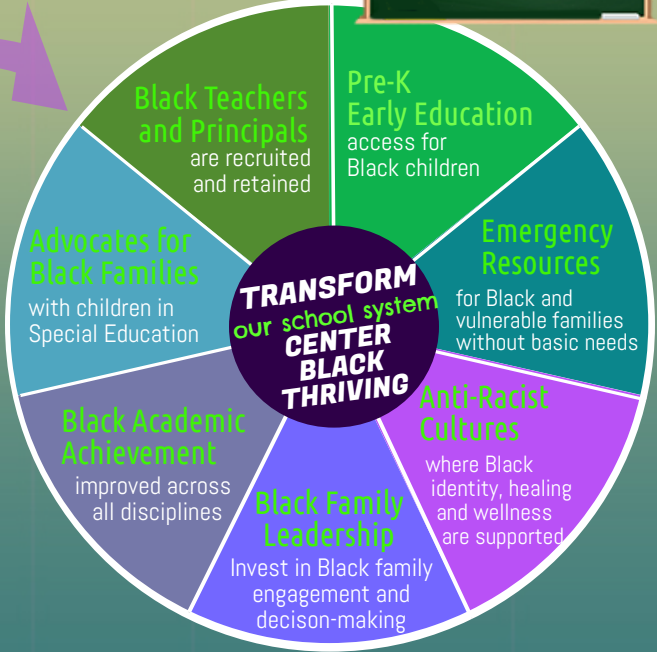
### REPAIR HARM

#### IMMEDIATELY END 'ANTI-BLACK' POLICIES

- Stop inequitable access to learning for Black students** during and beyond COVID-19, create a safe and healthy return to school plan and close the Black digital divide.
- Dismantle the Schools to Prison Pipeline** Implement BOP's People's Plan for police-free schools.
- No closures/co-locations** especially at schools with high percentages of Black students. Invest in those schools.
- Stop using "anti-Black" equity formula** that unfairly cuts from schools with high percentages of Black students.

#### ESTABLISH A BLACK REPARATIONS FUND

- Create a multi-million dollar fund using new and existing dollars for the remaining 8,314 Black students
- Adopt a Black Thriving Index** To measure progress towards community defined indicators.
- Adopt a real Racial Equity Formula** To protect and prioritize Black and highest need students in all budget decisions



TO TELL THE SCHOOL BOARD TO PASS THE REPARATIONS RESOLUTION GO TO:

[www.reparationsforblackstudents.org](http://www.reparationsforblackstudents.org)



This is a campaign led by the Black Working Group of J4OS (a multiracial education justice coalition)  
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Members of J4OS include: Bay Area PLAN, OEA, Parent Voices, Parents United, Oakland Kids First, Equity Allies, Educators for Democratic Schools, AYPAL, YT, CFJ, Teachers for Social Justice, Public Advocates, Jermaine Ashley (J4OS Organizer) and Dr. Payne (Community and Youth Outreach)