

# BLACK ORGANIZING PROJECT

## OUSD'S \$6.5 MILLION DOLLAR PROBLEM!

EXAMINING BAY AREA BLACK SCHOOL PUSHOUT  
2018



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### ARE YOU A B.O.S.S.?

In 2011, BOP launched our first and continued campaign, Bettering Our School System (BOSS). Our BOSS Campaign was formed as a response to the criminalization, mass incarceration and murder by police, of Black and Brown boys and men. Seven years later, we are still working with community to dismantle the school-to-prison pipeline and hold those in power accountable. The Oakland Unified School District invests millions of dollars into the policing and surveillance of our children, while under resourcing the most basic student needs.

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# THE ROAD TO SCHOOL PUSH OUT

## 1 ENROLLMENT

High profile murders of Black men from Sacramento to Ferguson to Oakland by police officers and the subsequent call to action and ground swell of protests, has illuminated a human rights crisis that cannot be kept hidden behind empty rhetoric. The schools are complicit in this human rights issue. The Oakland Unified School District (OUSD), like most districts across the country, has disproportionately suspended, expelled, involuntary transferred and arrested Black students right into the criminal justice system.

BLACK ENROLLMENT HAS DROPPED:

# 48%

SINCE '04-'05 SCHOOL YEAR

THIS IS A DIRECT RESULT OF BLACK STUDENT PUSHOUT AND DISPLACEMENT.

TOTAL ENROLLMENT:  
-8,111 STUDENTS

BLACK ENROLLMENT:  
-8,928 STUDENTS



## 2 BUDGET



OUSD is the **ONLY** school district in Alameda County with its own police department, Oakland School Police Department (OSPD).



OVER INVESTMENT IN POLICING AND SURVEILLANCE

AVERAGE TEACHER SALARY

\$59K

\$180K\*

CHIEF OF POLICE SALARY

The Chief of Police is one of the highest paid employees in OUSD.

\* Not including over \$30k in benefits and other contract stipulations.

## 3 DISCIPLINE



BLACK STUDENTS ARE **11 TIMES** MORE LIKELY TO BE SUSPENDED THAN WHITE STUDENTS.

BLACK STUDENTS REPRESENT 26% OF ENROLLMENT BUT 58% OF OFFICE REFERRALS

WHITE STUDENTS REPRESENT 11% OF ENROLLMENT AND ONLY 4% OF OFFICE REFERRALS

### ELEMENTARY SCHOOLS



Nearly **1 out of 6** Black boys with disabilities in K-3rd grade were suspended at least once.

### HIGH SCHOOLS

Black students are disproportionately **pushed out** into OUSD's continuation schools.

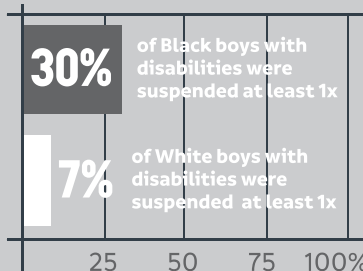
26% OF STUDENTS ENROLLED

42% OF STUDENTS IN CONTINUATION SCHOOLS

### MIDDLE SCHOOLS

Suspension Rates: (at least 1x)

**1 in 4** vs. **1 in 25**  
BLACK STUDENTS WERE SUSPENDED WHITE STUDENTS WERE SUSPENDED



## 4 CALLS FOR SERVICE 911

Students of color are overwhelmingly taught by staff that don't look like them.

# 6000+

STAFF CALLS TO POLICE

STUDENTS



11% WHITE

TEACHERS



51% WHITE

So, it is no surprise that since the 2015-16 school year, staff have called the police over 6,000 times!

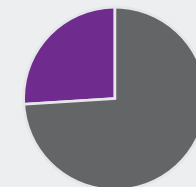


PUNITIVE\* DISCIPLINE LEADS TO LESS IN-CLASS LEARNING TIME

## 5 ARRESTS

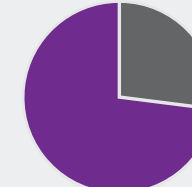


BLACK YOUTH



26% of students ENROLLED

BLACK YOUTH



73% of students ARRESTED

Black students are **disproportionately arrested and over criminalized** by the OSPD.

87% of Black students arrested are **BOYS**  
27% of them have a **DISABILITY**

### WHERE ARE WE GOING?

BOP is changing the narrative that safety is created by increased policing, surveillance and military weapons in schools and communities. We want to change the way that schools engage with students and parents, and push schools to invest in student centered and culturally relevant approaches to education. We do this by making reforms to the current system and demanding change that results in not only new practices, but new systems that are not rooted in oppression.

\* Punitive: Inflicting, involving, aiming at punishment.

## CURRENT B.O.S.S. CAMPAIGN DEMANDS

1



Elimination of OSPD by 2020. No Contracting with OPD or any law enforcement agency.

2



Restructuring security personnel to become support mentors.

3



Invest money used for law enforcement into hiring school counselors, special ed aides, etc.

4

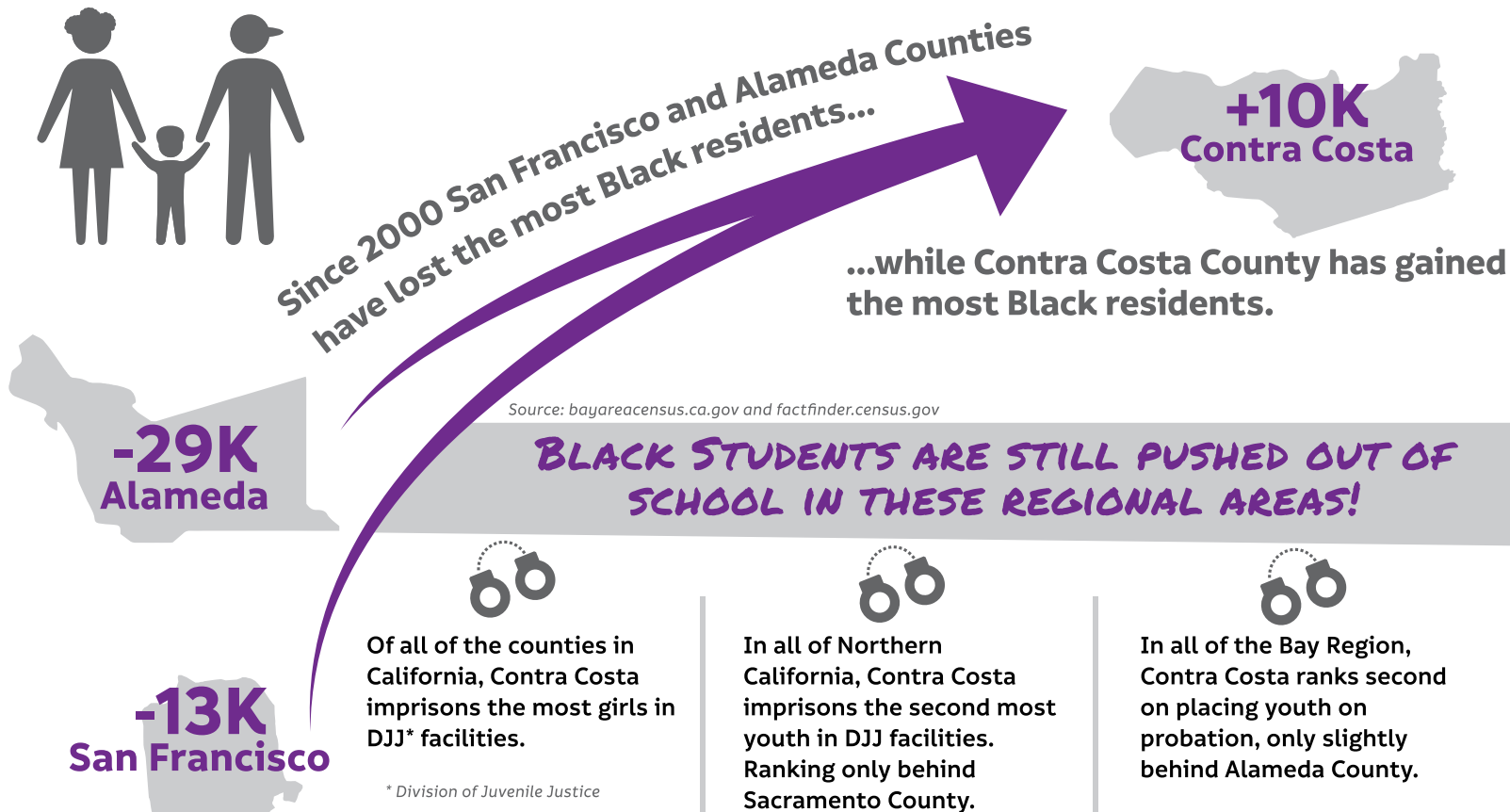


Community Oversight Body which reviews all complaints, with options of reparations for any student traumatized by law enforcement or security interactions.

# WE ARE EXPANDING!

## WHAT'S GOING ON?

At BOP, where our people go, we go. Due to the rapid migration of Black families out of Oakland and San Francisco into neighboring Bay Area cities, BOP has partnered with Coleman Advocates to begin regional expansion. We are working together to identify resources in the region, and examine the disproportionate suspending, arresting, and expelling of Black students.



## REGIONAL SUSPENSION RATES\*

### ANTIOCH

Race	All	K-3	4-6th	7-8th	9-12th
Black	17%	4%	19%	37%	16%
White	6%	1%	8%	16%	4%

### PITTSBURG

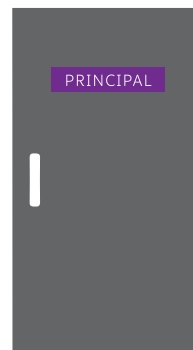
Race	All	K-3	4-6th	7-8th	9-12th
Black	14%	7%	16%	27%	13%
White	8%	2%	11%	17%	10%

### WEST CONTRA COSTA

Race	All	K-3	4-6th	7-8th	9-12th
Black	14%	6%	15%	27%	17%
White	4%	1%	5%	9%	5%

Throughout the region Black students are suspended at higher rates than their white counterparts. From kindergarten to 12th grade, Black students are suspended at least 2x more than white students and in some grades up to 4x more !!

\* All percentages have been rounded up or down to nearest whole number.



Antioch leads the pack in suspensions. It suspended **45%** of Black boys with disabilities in the 7th or 8th grade.

#### COMMUNITY SPEAKS

**52%** of respondents we've surveyed have had an interaction with police.  
**66%** of respondents we've surveyed have negative impressions of police.