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.
THE ROAD TO SCHOOL PUSH OUT

1. ENROLLMENT

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

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, involuntarily transferred, and arrested Black students right into the criminal justice system.

2. BUDGET

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

AVERAGE TEACHER SALARY
$59K

CHIEF OF POLICE SALARY
$180K*

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

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

3. DISCIPLINE

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

BLACK STUDENTS REPRESENT 26% OF ENROLLMENT BUT 38% OF OFFICE REFERRALS

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

ELEMENTARY SCHOOLS

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

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

MIDDLE SCHOOLS

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

HIGH SCHOOLS

30% of Black boys with disabilities were suspended at least 1x
7% of White boys with disabilities were suspended at least 1x

42% of Black students’ suspension rates are at or above 10%
26% of White students’ suspension rates are at or above 10%

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.

4. CALLS FOR SERVICE

STUDENTS 11%
TEACHERS 51%

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

WHERE ARE WE GOING?

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.

Since 2000 San Francisco and Alameda Counties have lost the most Black residents...

-29K
Alameda

-13K
San Francisco

...while Contra Costa County has gained the most Black residents.

Black Students are still pushed out of school in these regional areas!

Regional Suspension Rates*

### Antioch

<table>
<thead>
<tr>
<th>Race</th>
<th>All</th>
<th>K-3</th>
<th>4-6th</th>
<th>7-8th</th>
<th>9-12th</th>
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</thead>
<tbody>
<tr>
<td>Black</td>
<td>17%</td>
<td>4%</td>
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<td>37%</td>
<td>16%</td>
</tr>
<tr>
<td>White</td>
<td>6%</td>
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<td>16%</td>
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### Pittsburg

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</thead>
<tbody>
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<td>Black</td>
<td>14%</td>
<td>7%</td>
<td>16%</td>
<td>27%</td>
<td>13%</td>
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<tr>
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### West Contra Costa

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<tr>
<td>White</td>
<td>4%</td>
<td>1%</td>
<td>5%</td>
<td>9%</td>
<td>5%</td>
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</table>

*Division of Juvenile Justice

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!!

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.