



Eugene School District 4J
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HAND DELIVERED

December 8, 2021

Sabrina Gordon
Nathan Goldberg
Pete Swinford

Re: Response to proposal - microaggressions

Dear Sabrina, Nathan and Pete:

This letter responds to EEA's proposal to promote facilitation when microaggressions and macroaggressions occur. The district understands the critical need for healing and education in such cases, and also that a traditional disciplinary system may not support these goals. The district also understands the need to take an interdepartmental approach when responding to staff micro and macroaggressions and we acknowledge the need for the district to address this internally. Toward that end, this letter is to assure you of our mutual commitment to internal cross-reporting when these incidents arise. Additionally, this is an issue that crosses bargaining units, and the district will invite association participation as appropriate.

Sincerely.

Karen Hardin

Larry Williams