

January 14, 2021

Canby School District Board of Directors
Superintendent Trip Goodall
Canby School District
Canby, Oregon

I am writing today to formally address my growing concern about Stefani Carlson's ability to carry out the roles and responsibilities of serving as a Canby School District Board Member.

My concerns have been present since Stefani announced her plans to run for election of this position. I respect Stefani as an individual and give her the benefit of the doubt that she believes she is representing herself in a way that is aligned with her beliefs and with the best interest of her community.

Every individual operates within their own worldview and holds biases that shape and support this worldview. It is my understanding that when an individual serves a community in a public and/or regulated capacity, it is that individual's responsibility to be aware of one's biases and use that awareness as a self-monitoring tool to ensure that this bias does not legally or ethically negatively impact the organization or the people that are being served through that position.

I recognize that board members can express their personal opinions in public if they clearly state they are doing so. However, I have witnessed Stefani represent her personal opinions in public via public comment at a city council meeting, written comments on her personal profile, other's profiles, and community pages on social media, and at school board meetings. Through this growing body of examples, I am concerned that Stefani's biases are impeding her ability to serve in the capacity in which she is required as a school board member. This translates into apparent biased representation of specific subsets of students and their families and staff, while under-representing, discounting, and/or ignoring the needs of other subsets of students and their families and staff. Personal opinions expressed even go so far as to suggest disrespect and disdain for other subsets of individuals, through name calling, strongly opinionated language that translates as combative and intolerant, and agreement with other individual's opinions that advocate the same. These subsets appear to be divided by religious beliefs, political/social beliefs, and sexual orientation/gender identity. The logical conclusion is that these biases have and/or will result in some form of harm to students, their families, and staff. This harm may impede academic and personal growth.

Specifically, I reference the following from the written guidance and policies for the school board, represented in italics:

- *The Board works with our district administration to build a highly successful local educational system that responds to the needs of our children. "Our children" means all children, not subsets of children.*
- *Oath of office: I will faithfully and impartially discharge the responsibilities of the office of School Board Member according to the best of my ability during the term for which I have been elected. The ability or desire to be impartial is in question.*
- *Code of Conduct, item 9. Be open, fair, and honest, with no hidden agendas. The presence of unchecked hidden agendas is in question.*

- *Code of Conduct item 18. Use social media, websites, or other electronic communication judiciously, respectfully, and in a manner that does not violate Oregon's Public Meeting Laws; and 19. When posting online or to social media, Board members will treat and refer to other Board members, staff, students, and the public with respect.* The use of social media in a judicious and respectful manner and treating others with respect is in question.

I request that Stefani reflect on her ability and/or willingness to hold the position in which she was elected for a public school district. I request the rest of the board and the superintendent consider what actions may be necessary to ensure that the board is represented and operating in the way that is both intended and required. Thank you for your time and consideration.

Sara Fender
Canby School District Parent
Canby Community Member