REC Goal: In collaboration with HC/RESA, REC will provide tools to the members to ensure that the sessions are anti-racist, equitable and inclusive, while also developing and applying a racial equity lens to HC/AL projects.

REC stands on four key elements to accomplish this work:

- Awareness – expanding an understanding of our own biases, assumptions and racialized behaviors.
- Knowledge – Developing knowledge of institutional racism, historical oppression and the experiences of marginalized groups.
- Skills – Building capacity to engage in cross-cultural communication and the ability to interrupt white supremacy.
- Advocacy – Elevating the voices and concerns of traditionally marginalized communities.

OBJECTIVES for Meeting #2:

- To revisit our intentions as a committee:
  - To provide feedback which centers BIPOC and voices that have been historically impacted to the HC/AL practitioners as they implement the recommendations from the ALTF.
  - To understand that to do this work we must create an anti-racist space where we center BIPOC, are aware of power dynamics and build transformational relationships.

- To reflect on the terms and principles of this work, RACE, RACISM, etc.
- To deeply understand the first 3 recommendations from the ALTF

Introduction:

- Recognizing the land of the Coast Salish/Duwamish
- Welcome
- NORMS - What it means to consider being “beloved” on this Advisory Committee + Committee Norms
- Introduction of committee members: Name, pronouns, race, one word
Review of Advisory Group Tasks: (Again – what do these mean?)

- To provide feedback which centers BIPOC and voices that have been historically impacted, to the HC/AL practitioners as they implement the recommendations from the ALTF.
- To understand that to do this work we must create an anti-racist environment where we center BIPOC, are aware of power dynamics and build transformational relationships.

Homework discussion/Equity moments: (Breakout rooms of 3)

- Share any resources you have with the group
- 10 Keys to Everyday Anti-Racism - https://greatergood.berkeley.edu/article/item/ten_keys_to_everyday_anti_racism

Definitions:

- What is RACE? – film clip
- What is RACISM? – 4 types of racism definitions – film clip of Institutional Racism
- What is ANTI-RACISM? – Kendi’s definition – Discuss in break out rooms

Explore Principles:

- Race impacts opportunity,
- The current racialized outcomes are not our fault, but they are our responsibility,
- Deep racial inequities persist due to historical institutional and systemic practices still at play,
- Increasing awareness of oneself and the environment is a strategy for change,
- Impact and outcome hold a greater significance than intent,
- Well intentioned people often unknowingly and unintentionally contribute to racialized outcomes and oppressive practices,
- Shaming and blaming are not effective tools for building equity,
- It is necessary and important to experience discomfort in order to advance learning
- Challenging racism and white privilege are everyone’s work,
- There are no quick fixes. It takes sustained effort to change institutional and systemic outcomes.

HC/AL practitioners:

- Presentation - HC/AL team – 1st three recommendations from the ALTF recommendations
- HC/RESA practices providing an anti-racist lens. (break-out rooms – 4+ people) ○ Develop questions in writing based on the centering of BIPOC students and families within the 3 recommendations.
  - Create opinions and experiences in writing that relate to the 3 recommendations presented.
- Share out from each group – Post written responses in the Chat

One-word check-out: Share one word that reflects how you are feeling or what is resonating with you right now.

Homework: (If you are able, please bring in a resource suggestion for the group at the next meeting)

What is owed by Nikole Hannah-Jones


@Racial Equity consultants LLC. December, 2020
Join Zoom Meeting, Tuesday, December 8, 2020, 4:00 p.m. until 7:00 p.m. | Meeting ID: 995 3140 3695
https://zoom.us/j/99531403695?pwd=aGJxRFFzRUZxVYk9Pb2IZRmg3SzZrZz09 | Passcode: 181311