



Board Special Meeting
School Board Racial Equity Training
March 30, 2019 9:00 am – 4:00 pm
Room 2778, John Stanford Center
2445 3rd Avenue South, Seattle, WA 98134

Minutes

Racial Equity Training

At 9:09am Dr. Brent Jones welcomed the directors. Directors Pinkham, Mack, Harris, DeWolf, and Burke were in attendance. Director Patu arrived at 11:20am.

Dr. Jones explained the reflective process that the Department of Racial Equity Advancement would be providing throughout the day. Each member of the department introduced themselves. Staff included: Dr. Brent Jones, Chief of Equity Partnerships Engagement; Nichole Coates, Racial Equity & Advancement Coordinator; Joshua Parker, Racial Equity & Advancement Coordinator; Uti Hawkins, Racial Equity & Advancement Specialist; Deborah Northern, Racial Equity & Advancement Coordinator; Dr. Concie Pedroza, Director of Racial Equity Advancement; Dr. Kiesha Scarlett, Executive Director of Organizational Development & Equity.

Director Pinkham provided a land acknowledgement.

Dr. Pedroza provided a definition of racial equity. Directors and staff discussed how the term racial equity was developed. Director Harris asked if the racial equity definition should be made largely visible in the public spaces of the building and on the website.

Dr. Pedroza reviewed the audience agreements for the space, including no electronic or cell phone use for the purpose of providing a safe learning environment. Ms. Hawkins reviewed the norms and group agreements for directors to carry with them throughout the day. Directors shared out their thoughts on these norms and group agreements.

Worldview Development

Ms. Northern explained to directors that she would be discussing the worldview development of equity. The group watched a video on the history of race in America. Directors discussed the meaning of this video among themselves and shared out. Ms. Northern explained that keeping this historical context in mind throughout the day will help unpack their training.

Ms. Northern facilitated a discussion based on several questions including: How would you define race? Where do your ideas about race come from?

The group took a break from 10:40am – 11am. Dr. Pedroza reviewed the schedule for the rest of the day.

Ms. Northern showed a portion of the PBS video titled: “Race: Power of an Illusion.” Directors reflected with their table groups on the video then shared out their reflections to the room as a whole.

Directors discussed 4 questions following the video: 1. What are the stories about race that we tell or have heard? 2. What are some ways that race has been used to rationalize inequality? 3. Do you think people today should be held accountable for past discrimination? Why or why not? 4. Would you trade your skin color? How do you think your life would be different if you looked like someone of a different race?

Mr. Parker gave an overview of Critical Race Theory. He stated that this framework is used to center race in the analysis. He explained that the components of the Critical Race Theory, which include the permanence of racism, counter narrative, whiteness as property, interest convergence, critique of liberalism. Directors and facilitators discussed these components.

12:15-1:00 pm **Lunch**

Dr. Pedroza invited the group to participate in self-reflection of anti-racism as a journey. Directors shared experiences as they discussed racism (prejudice with power), the definition of power, and cycles of oppression.

Dr. Pedroza discussed whiteness in the American system and construct. Dr. Jones spoke about acting with prejudices. Staff and directors spoke about “Oppression Olympics” and groups that feel marginalized and more oppressed than others.

Dr. Scarlett discussed using her role to examine how power is distributed. Directors and staff spoke about the term “minority” versus “people of color” and how the term “minority” centers whiteness, especially in political narratives where there is a fear and context of minorities becoming the majority.

Directors and staff took a break from 2:07 to 2:17pm.

The group reconvened and discussed the question: who can be racist (prejudice with power)?

Dr. Pedroza showed a video by Robin DiAngelo: “What It Means to Be White.” Dr. Pedroza instructed the group to pair up to discuss the following questions: 1) How does Whiteness and Privilege perpetuate systemic inequities? 2) How does Whiteness, segregation and systemic inequity manifest in your school/building? 3) How will you begin/continue to lead and challenge systemic racial inequities in Seattle Public Schools?

Directors shared and discussed their experiences with structural racism.

Ms. Coates showed a video featuring student voice within Seattle Public Schools. Directors discussed their feelings and responses to the video regarding identity, achievement, nervousness, pain, urgency, and reality.

Adjourn

At 4:00pm the training adjourned.