



# Board Special Meeting

## School Board Retreat: Racial Equity Training Part II

June 1, 2019 10:00 am – 3:00 pm  
Auditorium, John Stanford Center  
2445 3<sup>rd</sup> Avenue South, Seattle, WA 98134

### Agenda

#### **Welcome and Icebreaker**

Concie Pedroza, Director of Racial Equity Advancement, welcomed the group at 10:10am. Directors and staff introduced themselves. Directors Harris, Pinkham, DeWolf, Geary, Burke, and Patu were in attendance.

Staff present included Concie Pedroza, Director of Racial Equity Advancement; Kiesha Scarlett, Executive Director of Organizational Development and Equity; Josh Parker, Racial Equity Advancement Coordinator; Nichole Coates, Racial Equity & Advancement Coordinator, Deborah Northern, Racial Equity Advancement Coordinator.

Ms. Pedroza provided a land acknowledgement. Director Harris asked if the Board could use this land acknowledgment for their legislative meetings. Ms. Pedroza will make sure the Board has the slides provided from this training.

Ms. Pedroza reviewed the group norms for the day.

Ms. Coates conducted an icebreaker for the Directors. Directors reflected on a quote by Maya Angelou.

#### **Racial Equity Training**

Ms. Coates reviewed the next activity with Directors. She explained that there are moments of history posted around the wall starting with the year 1492. Directors were invited to walk the wall, by reviewing the history posted for 25 minutes. Directors then reconvened to discuss their reflections with table partners. Directors took turns sharing out their thoughts from the wall walk.

Directors took a break from 11:40am to 11:50am

Mr. Parker asked Directors to take a seat next to a different partner. He asked Directors to reflect silently on the messages they received as children about education. He then asked Directors to discuss with their table partners.

Mr. Parker asked Directors to individually reflect on the messages they received as children about work. Directors were then asked to discuss with their table partners.

Mr. Parker asked Directors to individually reflect on the messages they received as children about race. Directors were then asked to discuss with their table partners.

Directors took turns sharing out what they were taught about race.

Mr. Parker discussed the meaning of culture. He described culture in three categories: surface culture, shallow culture, and deep culture. Directors reflected on culture within their own upbringing. Mr. Parker reviewed cultural archetypes.

Mr. Parker reviewed White Supremacy Culture. He passed out a document to Directors on "White Supremacy Culture Norms." He asked Directors to skim through the elements on the document, choose a couple that resonate, then use the chart to individually reflect on at least one element.

Director DeWolf left the retreat at 12:45pm.

Directors reflected with the group on the "White Supremacy Culture Norms" document.

Director Burke left the retreat at 1:00pm

1:00-1:35 **Lunch**

### **Racial Equity Training**

Ms. Northern put up the definition of racial equity.

Director Harris asked where in Policy No. 0030 this definition is embedded. Directors discussed incorporating this definition into the policy.

Ms. Northern reviewed the Force Field Analysis with Directors. Directors participated in an activity on forces for change and forces against change. After Directors spent time organizing their ideas, Ms. Northern asked Directors to put the forces holding them back on one side of the table. Directors shared their forces against change with the group and categorized them.

Ms. Northern asked the group to now focus on forces for change. Directors shared out their ideas on what they believed were forces for change with the District.

Ms. Pedroza discussed an article on Building a Race Equity Culture. She asked Directors to read the article as individual work.

3:00 pm **Adjourn**