



HC/RESA
Agenda, Meeting #1
November 19th, 2020, 4:00-7:00 PM

REC Goal: In collaboration with the Seattle Public Schools Highly Capable/Racial Equity Services Advisory (HC/RESA), Racial Equity Consultants (REC) will support processes that articulate, affirm, and operationalize the organizational commitment to racial justice work. We will also provide tools to the staff and leadership ensuring the organizations culture is anti-racist, equitable and inclusive; developing and applying a racial equity lens to programmatic work, while engaging everyone in the organization.

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 #1:

- To reset 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.

Introduction:

- Recognizing the land of the Coast Salish/Duwamish
- NORMS -
- Welcome/Introduction of REC and committee members: Name, pronouns, race, why are you here?

Reset:

- Racial Equity Consultants: (See objectives)
 - What does it mean to center BIPOC and be aware of power dynamics in this committee? (Break out – 3 people)
 - What does it mean to center BIPOC and voices who have been historically impacted as we give feedback to the HC/AL practitioners? (Break out into – 3 people)
- Share out

HC/AL practitioners:

- Presentation - HC/AL team
- 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
 - **Create opinions and experiences** in writing that relate to the plan of implementation
- Share out from each group – REC takes notes on a Google Doc.

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)

“Fighting Systemic Racism in K-12 Education: Helping Allies Move From the Keyboard to the School Board”

<https://www.americanprogress.org/issues/education-k-12/news/2020/07/08/487386/fighting-systemic-racism-k-12-education-helping-allies-move-keyboard-school-board/>

@Racial Equity consultants LLC. November, 2020

Join Zoom Meeting, Thursday, November 19, 2020, 4:00 p.m. until 7:00 p.m. | Meeting ID: 995 3140 3695

<https://zoom.us/j/99531403695?pwd=aGJxRFZrU2xVYk9Pb2lZRMg3SzMzZrZz09> | Passcode: 181311