



Seattle Public Schools | Highly Capable/Racial Equity Services Advisory Committee

John Stanford Center for Educational Excellence 2445 3rd, Avenue South, Seattle, WA 98134

Meeting to be held remotely via Zoom, due to COVID-19,

<https://zoom.us/j/99531403695?pwd=aGJxRFZrU2xVYk9Pb2lZRmg3SzZrZz09>

Meeting ID: 995 3140 3695 | Passcode: 181311

HC/RESA Agenda, Meeting #5 March 23rd, 2021

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/LA 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.

Advisory Group Tasks:

“Utilizing the recommendations of the Advanced Learning Task Force, the HC/RES Advisory will convene to advise the district as the Advanced Learning Department and a diverse practitioners’ work group designs and implements a model or models for advanced learning **identification and services** that are aligned with Seattle Excellence, the district’s five-year strategic plan, and the Advanced Learning vision, mission, and commitments.”

- 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.

Principles of HC/RESA:

- 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.

@Racial Equity consultants LLC. March, 2021

Join Zoom Meeting, Tuesday, March 23, 2021, 4:00 p.m. until 7:00 p.m. | Meeting ID: 995 3140 3695

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OBJECTIVES for Meeting #5:

- To revisit our intentions and principles as a committee
- Explore Institutional Racism in Education
- Meet Dr. Collins
- Update on changes to Policy 2190 – AL Team
- Feedback on DRAFT of HIGHLY CAPABLE SERVICES & ADVANCED LEARNING PROGRAMS

Introduction:

- Welcome and recognizing the land of the Coast Salish peoples
- NORMS:
 - Please do not videotape the sessions
 - There will be no “after the session” discussion
 - Observers will not be giving feedback and will have discussions with other Observers

How does Institutional Racism show up in education? Video and Discussion

Dr. Collins: Introduction and presentation and Q&A (committee members only: Please put questions in chat)

Update on how feedback from the last session was applied to DRAFT Policy: “HIGHLY CAPABLE SERVICES & ADVANCED LEARNING PROGRAMS”

Update on DRAFT Policy: “HIGHLY CAPABLE SERVICES & ADVANCED LEARNING PROGRAMS”

Feedback from HC/RESA on DRAFT Policy “HIGHLY CAPABLE SERVICES & ADVANCED LEARNING PROGRAMS”

Clarifying Questions – (Committee members put questions into chat)

HC/RESA with an anti-racist lens, develop feedback for the Practitioners. (break-out rooms – 4+ people)

- Share out from each group – Post written responses on HC/RESA Feedback Board – Padlet

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

Next meeting – April 20th, 2021 4pm – 7pm

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