



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

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

Meeting held remotely via Zoom, due to COVID-19 building closures,

<https://zoom.us/j/99531403695?pwd=aGJxRFZrU2xVYk9Pb2lZRMg3SzZrZz09>

Meeting ID: 995 3140 3695 | Passcode: 181311

Minutes –May 18, 2021

Present: Berhanu Alemayehu, Shane Baguyo, Deenie Berry, Todd Bittle, Marlon Brown, Crystal Daniels, Kaila Nsimbi, Christina Ellis, Maki Ichikawa, Matthew Kirshman, Paula Montgomery, Margaret Montsaroff, Trish Nesbitt, Fran Partridge, Concie Pedroza, Marc Salazar, Christine Sanders, Nathan Wheeler

Absent: Yen Baynes, Kelsey Benslimane, James Blanton, Nichole Coates, Aida Fraser-Hammer, Rina Geoghagan, Romanita Hairston, Gail Morris, Radhika Nair, Dominique Pavageau, Matthew Perez, Kate Poux, Manuela Slye, Emijah Smith, Gretchen Waschke, Cindy Watters

Guests: Shekhar Dadlani, Laura, Lavina, Dr. Kristina Henry Collins

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.”

@Racial Equity consultants LLC., May 2021

Join Zoom Meeting, Tuesday, May 18, 2021, 4:00 p.m. until 7:00 p.m. | Meeting ID: 995 3140 3695

<https://zoom.us/j/99531403695?pwd=aGJxRFZrU2xVYk9Pb2lZRMg3SzZrZz09> | Passcode: 181311

- 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

OBJECTIVES for Meeting #8:

- To review Policy 2190 progress
- Membership subcommittee update
- Dr. Collins present on the 5 C's with facilitated discussion
- AL Team Presentation, Discussion and Feedback

Introduction:

- Fran Partridge and Marlon Brown of Racial Equity Consultants (REC) greeted and welcomed the Advisory and observers to the meeting at 4:00 pm, and Deenie Berry, Advanced Learning Department Program Manager, recognized the land of the Coast Salish peoples. REC continued on, sharing the norms:
- Stay Engaged
- Use "I" Statements and Listen with Understanding.
- Experience Discomfort
- Center BIPOC in marginalized experience
- Accept and Expect Non-Closure
- Stay aware of Intent vs Impact
- Think historically

@Racial Equity consultants LLC., May 2021

Join Zoom Meeting, Tuesday, May 18, 2021, 4:00 p.m. until 7:00 p.m. | Meeting ID: 995 3140 3695

<https://zoom.us/j/99531403695?pwd=aGJxRFZrU2xVYk9Pb2lZRMg3SzZrZz09> | Passcode: 181311



- Stay in the USA
- Ask for permission

Please do not videotape the sessions; there will be no “after the session” discussion; and Observers will not be giving feedback and will have discussions with other Observers.

Review of Board Policy 2190 Updates – Deenie & Concie

Deenie and Dr. Concie Pedroza, Chief of Student Support Services, shared the highlights of the revised 2190 Policy, which passed at the Seattle School Board meeting on Wednesday, May 5, 2021. From the April 20, 2021 HC/RESA meeting, Dr. Pedroza heard and collected feedback, which she shared with the Board. Dr. Pedroza also spoke about including the HC/RESA advice that “past harm” should be acknowledged in the policy, and that a subcommittee of the Board was going to draw up an amendment to include this language to the proposed policy for the Board to approve.

Membership Subcommittee Updates and Next Steps

Deenie along with an Advisory member presented some of the information obtained while researching membership trends. Some things that are being considered to bolster member attendance are a user experience survey, whether or not to have a summer meeting or retreat, and how best to bolster attendance next school year. The re-engagement will continue over the next several weeks.

Discuss the 5 C’s with Dr. Collins

Dr. Collins presented to the Advisory group, regarding her work of Advocacy for gifted children. She shared some excerpts from NAGC LAC Presentation “The Imperative of Building Relationships to Drive Change.” The **5 C’s** are: Complainant (Conflicted/Contradict); Compliant; Cooperator (P); Collaborator (A); Committed (L)

AL Team Presentation, Discussion & Feedback

The Advanced Learning Department Practitioners presented to the Advisory, their work regarding the creation of the **Talent Development Institute**, based on work with Dr. Collins, and asked the HC/RESA for feedback from the presentation. The AL Practitioners posed three guiding questions for the Advisory members to consider:

Guiding Questions: 1. How is this important and relevant to building our service delivery model?; 2. How does this align to our racial equity lens?; and 3. As a member of your representative group, what is your most important takeaway?

The Advisory did go into breakout rooms to unpack the presentation, and then wrote them in a Padlet, returning to share out their considerations.

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

@Racial Equity consultants LLC., May 2021

Join Zoom Meeting, Tuesday, May 18, 2021, 4:00 p.m. until 7:00 p.m. | Meeting ID: 995 3140 3695

<https://zoom.us/j/99531403695?pwd=aGJxRFZrU2xVYk9Pb2lZRMg3SzZrZz09> | Passcode: 181311



Next meeting – June 8, 2021

Chat Addendum:

[Advisory Member]: Good afternoon All.

[Dr. Concie]: Hello Everyone! Let's make it a beautiful end of the day!

[Advisory Member]: I'm wrapping up a work meeting and will be a few minutes late.

[Fran]:

Stay Engaged

Use "I" Statements and Listen with Understanding.

Experience Discomfort

Center BIPOC in marginalized experience

Accept and Expect Non-Closure

Stay aware of Intent vs Impact

Think historically

Stay in the USA

Ask for permission

[Guest: Shekhar Dadlani]: Going to drop to pick up my child from daycare

Will join after pickup

[Advisory Member]: If it is only 17 of us this afternoon, I suggest we do not use the break up rooms.

[Marlon]: 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

[Advisory Member]: Thank you Dr. Pedroza. I saw that language in the policy and appreciate seeing the feedback from the group in the revisions

[Fran]: 4:47

[Advisory Member]: I have to go to our EL Virtual Family Night. I will check back in at 6:00 pm...

@Racial Equity consultants LLC., May 2021

Join Zoom Meeting, Tuesday, May 18, 2021, 4:00 p.m. until 7:00 p.m. | Meeting ID: 995 3140 3695

<https://zoom.us/j/99531403695?pwd=aGJxRFZrU2xVYk9Pb2lZRMg3SzZrZz09> | Passcode: 181311



[Marlon]: Okay. Thx

[Guest: Shekhar Dadlani]: Why does it have to be an either/or decision between being gifted and racial equity. I am a minority but believe if my child is gifted then his ability needs to be harnessed through a gifted program, and should not be hampered due to tying up his ability to his race

[Advisory Member]: Yes. Thank YOU

[Shane]: Thank you Dr. Collins!

[Advisory Member]: Very good presentation Dr. Collins.

[Advisory Member]: Thank you Dr. Collins!

[Advisory Member]: How do you really engage or capture people to do their best to participate in good works like Equity and Social Justice. You said good relationship helps. Do you have examples?

[Advisory Member]: Correct: there is NOT a correlation between giftedness and race. However, there is a disproportionality of students served by Gifted programs, based on how our system defines giftedness and how bring ALL gifted children in

[Advisory Member]: Thank you! I appreciate your truth and passion for all children.

[Deenie]: I want everyone to know that there are other ways to meet the service needs of Highly Capable students without maintaining a segregated, racist program. That's what we are doing here!

Dr. Collins works each month with our Advanced Learning team as well as the Practitioner Work Group subcommittees as they design the components of the Service Delivery Framework. We are incredibly fortunate.

[Advisory Member]: I'm happy to say goodbye to the old program, but cannot see the vision of what it is to become

[Advisory Member]: This is not a gifted program. It's an elitist program. It's not the true 1% or even 10%

[Guest: Shekhar Dadlani]: What's an example of a school system that has implemented what Dr Collins is proposing, that we can use as a template?

[Guest: Laura]: What questions should this group be asking itself to chart a course towards better differentiation and a successful, inclusive Adv Learning/Gifted program?

[Advisory Member]: Agree, [Advisory Member].

[Advisory Member]: Miami Dade is worth a look

[Fran]: After the break, we will be hearing from the HC/AL department about their proposal for moving forward, which has been impacted by all their work with Dr. Collins

6:06

[Nathan]:

1. How is this important and relevant to building our service delivery model?

2. How does this align to our racial equity lens?

3. As a member of your representative group, what is your most important takeaway?

[Advisory Member]: Who will be trained this summer? All teachers?

@Racial Equity consultants LLC., May 2021

Join Zoom Meeting, Tuesday, May 18, 2021, 4:00 p.m. until 7:00 p.m. | Meeting ID: 995 3140 3695

<https://zoom.us/j/99531403695?pwd=aGJxRFZrU2xVYk9Pb2lZRMg3SzZrZz09> | Passcode: 181311



[Advisory Member]: Sounds like the training will be for K-12 teachers. Is that correct understanding?

[Advisory Member]: OOOH. I like commitments and accountability!

[Advisory Member]: (I mean K-12 schools, ~2 stipends per school)

[Deenie]: Yes. K-12, 2 stipends per building for this Talent Development Institute.

[Marlon] <https://racialequity.padlet.org/mrbrown18/z8f53l0yqiowl8z>

[Guest: Dr. Kristina Henry Collins]: Yes!!!! lol

[Marlon]: <http://www.edfunders.org/learning-opportunities/gfe-program-calendar/asset-based-communications-making-the-shift-to-anti>

[Advisory Member]: So sorry, have to drop for another obligation. Will padlet details be shared afterwards (in minutes for example)?

[Advisory Member]: I am so sorry- I have to go. I have someone tugging at me. Thank you for letting me join. Brilliance in this space!

@Racial Equity consultants LLC., May 2021

Join Zoom Meeting, Tuesday, May 18, 2021, 4:00 p.m. until 7:00 p.m. | Meeting ID: 995 3140 3695

<https://zoom.us/j/99531403695?pwd=aGJxRFZrU2xVYk9Pb2lZRMg3SzZrZz09> | Passcode: 181311