



HC/RESA Agenda, Meeting #8 May 18, 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

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

@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



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

- **Review of Board Policy 2190 Updates – Deenie**
- **HC/RESA gives Feedback on New Policy**
- **Membership Subcommittee Updates and Next Steps**
- **Discuss the 5 C’s with Dr. Collins**
- **AL Team Presentation, discussion and feedback**

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

Next meeting – June 8, 2021

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