ACHIEVING EDUCATIONAL RACIAL EQUITY THROUGH POLICY AND BEYOND: V

May 4th, 2017
PSESD, WSSDA and Road Map Partners

Facilitators:
Brad Brown, Angelica Alvarez, Shereese Rhodes
Learning Intentions

▪ To deepen and clarify our “why” with regards to adopting and implementing racial equity policies.

▪ To learn from local and school district teams who have successfully adopted racial equity policies.

▪ To gain a deeper understanding of the racial equity policy implementation process.
These Convenings are a part of a series of learning experiences designed to share the conditions and steps for creating organizations in which racial equity is a way of life through policy and practice.
Achieving Educational Racial Equity through Policy and Beyond Convenings

❖ Objectives of Spring Convening, 2015
  ▪ Why Focus on Race? – A Historical Perspective
  ▪ It Starts from Within - Harvard Process Implicit Bias Test
  ▪ Student Fishbowl and Debrief
  ▪ Keynote: Professor Kimberly Jenkins Robinson, Professor of Law, University of Richmond School of Law
  ▪ Racial Equity Policy Development: Identifying Next Steps for Your District

❖ Objectives of Fall Convening, 2015
  ▪ Engage in a learning lab with Dr. Kandy Steele to illustrate the important leadership moves needed to ensure our system is designed to promote racial equity.
  ▪ Deepen your racial equity lens so you are able to depict a vision of racial equity for your organization.
  ▪ Commit to a call to action to create a racial equity policy and culture of practice that aligns with the policy.
Achieving Educational Racial Equity through Policy and Beyond Convenings

❖ Objectives of Spring Convening, 2016
❖ Identify and gain an understanding of the three forms of racism and how they manifest in the educational system
❖ Learn strategies from national and local leaders about how to develop and implement racial equity policy
❖ Commit to a call to action to create a racial equity policy and culture of practice that aligns with the policy

❖ Objectives of Fall Convening, 2016
❖ To deepen and clarify our “why” with regards to adopting and implementing racial equity policies
❖ To learn from local district teams who have successfully adopted racial equity policies
❖ To engage with communities and students of color who collaborate with us to define the “beyond” once policy has been adopted
Raise Your Hand If...

What has taken place in your district as a result of attending the last convening?

▪ How many of you are having conversations about creating a racial equity policy?

▪ How many are in the process of creating policy?

▪ How many have started the process of presenting about the racial equity policy?

▪ How many of you have passed a policy and in the process of implementation?
▪ Speak Your Truth
▪ Stay Engaged
▪ Experience Discomfort
▪ Refrain from pivoting to other –isms (sexism, classism, ageism etc…)
▪ Be aware of intent, own your impact
▪ Accept and expect non-closure
▪ Recognize this is about enhancing or gaining your equity lens
▪ Maintain a learner stance and remain open to new thinking
Why Lead with Racial Equity?
Let the Headlines tell us...
In Our Neighborhoods

Readers react to the death of Jordan Edwards at the hands of Officer Roy Oliver.

A Texas police officer who fatally shot a teenager with a rifle has been fired amid an investigation. Facebook comments are edited for clarity and grammar:

A good start, now try to convict this officer — something he didn’t allow for the young man he killed, for whom he set himself up as judge, jury and executioner. What kind of cop fires into a car full of teens not knowing or caring who he could wound or kill?

(Photo: Merritt Law Firm/Handout, epa)
A man shouts racial slurs in a Seattle Starbucks. The silence is deafening

By DR. BOB HUGHES • JUN 1, 2016

We were in a Starbucks and there was lots of liquid around. My cortical brain told me that most likely someone spilled something. But then, I heard someone behind me say something that sounded like, “f***ing ni**er bitch.”

Dr. Bob Hughes of Seattle University and Yoshiko Harden of Seattle Central. Hughes and Harden were meeting at a Starbucks on Broadway in Seattle when someone came in and unfurled a string of racial slurs and explicitives at Harden.
The College Republicans group on campus decided to build the wall, as a way to show support for Donald Trump and his proposed immigration wall on the Mexico border. KREM 2's Whitney Ward has the story (10/19/16)

Students Build Trump Inspired Wall at WSU
Black students settle discrimination lawsuit against [Redacted] School District for $450,000

BY DEBBIE CAFAZZO
dcafazzo@thenewstribune.com

Three families have settled a lawsuit that included allegations of racial discrimination by the School District.
What do I do? What can I say?

- Learn more about where you are with race and your comfort level
- Talk with your child and family you know and trust (inquiry)
- Talk with your colleagues (start with scenarios)
- Understand that “directness” can be interpreted as practicing dominance
- Create a triad of support - infinity group
- Validate and affirm people of color and their experience
- Ask - Did that sound/feel ok?
- Tell me more about your experience? (this is where empathy happens)
Question and Answer
BREAK
DISTRICT REFLECTION

Table Activity
CELEBRATING SUCCESSFUL REGIONAL RACIAL EQUITY POLICY DEVELOPMENT

Shoreline & Edmonds School Districts
SHORELINE PUBLIC SCHOOLS

Presentation
EDMOND SCHOOL DISTRICT

Presentation
RACIAL EQUITY TOOLS

Mary Fertakis, Tukwila School District, Board Member
Collen Miller, Director of Leadership Development Services, WSSDA
LUNCH

Submit your Fish-Bowl Questions

Image credit: http://www.purplesquirrel.ca/3928-2/
POLICY AND BEYOND….

FISHBOWL

What can we learn from local leaders regarding Racial Equity Policy Implementation?

IMAGE credit http://thedaringenglishteacher.blogspot.com/2016/09/fishbowl.html
Fishbowl Participants

Auburn School District
- Alan Spicciati, Superintendent
- Denise Daniels, Assistant Director of Equity, Outreach and Engagement
- Terri Herren, Principal, Mountainview High School

Tukwila School District
- Mary Fertakis, Tukwila School District, Board Member

Seattle Public Schools
- Fran Partridge, Seattle Public Schools, Equity and Race Relations Specialist

Puget Sound ESD
- John Welch, Superintendent
- Maxine Broussard-UpChurch, Director of Human Resources and Organizational Development
AUDIENCE: SHARE-OUT
DISTRICT REFLECTION

Table Activity
BREAK
POLICY AND BEYOND…

PANEL OF TEACHERS

What do teachers need from a racial equity policy and implementation plan?
TEACHERS

Auburn School District:
- Erin Hall

Kent School District:
- Dana Piehl
- Carole Lynch

Tukwila School District:
- Erin Herda
- Emily Tran
DISTRICT REFLECTION

Table Activity
What is your COMMITMENT?

What commitments will your district/organization make regarding racial equity policy development and implementation?
Thank You!

- PSESD Board Members and WSSDA for supporting this event
- Gates Foundation
- Design Team Members
- Tukwila School District
- Auburn School District
- Kent School District
- Seattle School District
- Shoreline Public Schools
- Edmonds School District
- Puget Sound ESD
- Facilitators, Brad Brown, Shereese Rhodes, Angelica Alvarez
- Presenters for the Racial Equity Tool, Teacher Panel, Fishbowl and Kent Race and Equity Team
- Caroline Clement