



# ACHIEVING EDUCATIONAL RACIAL EQUITY THROUGH POLICY AND BEYOND: V

May 4<sup>th</sup>, 2017  
PSESD, WSSDA and Road Map Partners

Facilitators:  
Brad Brown, Angelica Alvarez, Shereese Rhodes



- 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...

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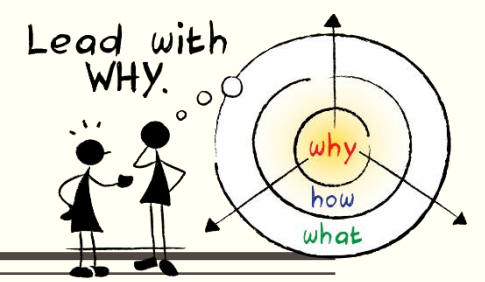


Image:<https://previews.123rf.com/images/joingate/joingate0909/joingate090900113/5565913-breaking-news-headline-on-a-mock-up-newspaper-Stock-Photo.jpg>



# In Our Neighborhoods

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USA TODAY 3:54 p.m. ET May 3, 2017

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



*(Photo: Merritt Law Firm/Handout, epa)*

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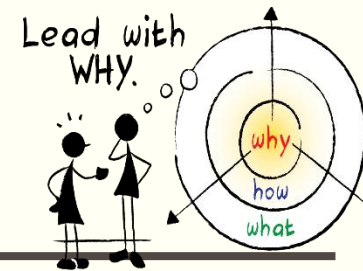
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*A Texas police officer who fatally shot a teenager with a rifle has been fired amid an investigation. Facebook comments are edited for clarity and grammar:*

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?

# Business



## A man shouts racial slurs in a Seattle Starbucks. The silence is deafening

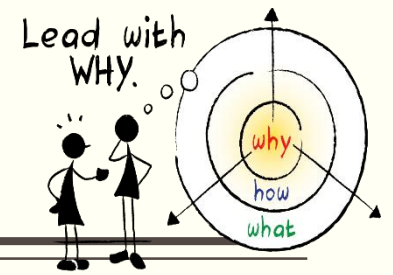
By DR. BOB HUGHES • JUN 1, 2016

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.

# Higher Ed

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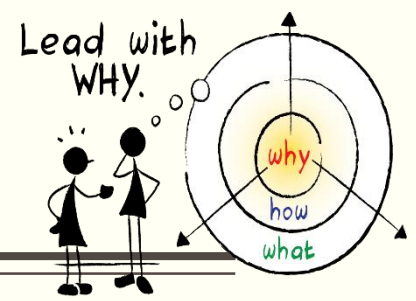


- The College Republicans group on campus decided to build the wall, as a way to show support for Donald Trump and his proposed immigration wall on the Mexico border. KREM 2's Whitney Ward has the story (10/19/16)

[Students Build Trump Inspired Wall at WSU](#)

# Education

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## Black students settle discrimination lawsuit against █████ School District for \$450,000



BY DEBBIE CAFAZZO  
[dcafazzo@thenewstribune.com](mailto:dcafazzo@thenewstribune.com)



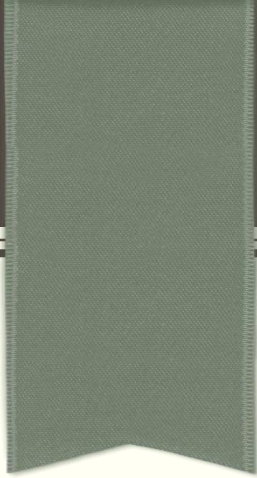
Three families have settled a lawsuit that included allegations of racial discrimination by the █████ School District.



## What do I do? What can I say?

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- 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



# KENT SCHOOL DISTRICT RACE AND EQUITY TEAM POLICY DEVELOPMENT

Panel Presentation







Question and Answer

Q & A

BREAK





# DISTRICT REFLECTION

*Table Activity*

# CELEBRATING SUCCESSFUL REGIONAL RACIAL EQUITY POLICY DEVELOPMENT

Shoreline & Edmonds School Districts





# SHORELINE PUBLIC SCHOOLS

*Presentation*



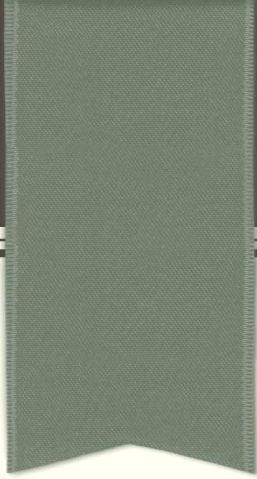


# EDMOND SCHOOL DISTRICT

*Presentation*







# REGIONAL DISTRICTS

*Share-out*



# RACIAL EQUITY TOOLS

Mary Fertakis, Tukwila School District, Board Member

Collen Miller, Director of Leadership Development Services ,WSSDA



IMAGE [www.google.com/search?hl=en&site=imghp&tbm=isch&source=hp&biw=1536&bih=760&q=racial+equity+tools&oq=racial+equity+tools&gs\\_l=img.1.0.0j0i24k1.51252.56330.0.58252.35.20.5.9.4.0.158.1407.14j5.19.0....0...1ac.1.64.img..2.25.1331...0i5i30k1j0i10i24k1j0i8i30k1j0i30k1.aeB3rJz1wt8](https://www.google.com/search?hl=en&site=imghp&tbm=isch&source=hp&biw=1536&bih=760&q=racial+equity+tools&oq=racial+equity+tools&gs_l=img.1.0.0j0i24k1.51252.56330.0.58252.35.20.5.9.4.0.158.1407.14j5.19.0....0...1ac.1.64.img..2.25.1331...0i5i30k1j0i10i24k1j0i8i30k1j0i30k1.aeB3rJz1wt8)

# LUNCH

Submit your Fish-Bowl Questions





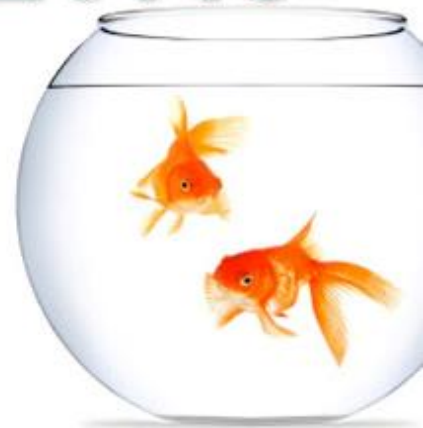
POLICY AND  
BEYOND....

## FISHBOWL

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

## *Fishbowl* DISCUSSIONS

Conduct  
MEANINGFUL  
Discussions  
TODAY



# Fishbowl Participants

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## 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

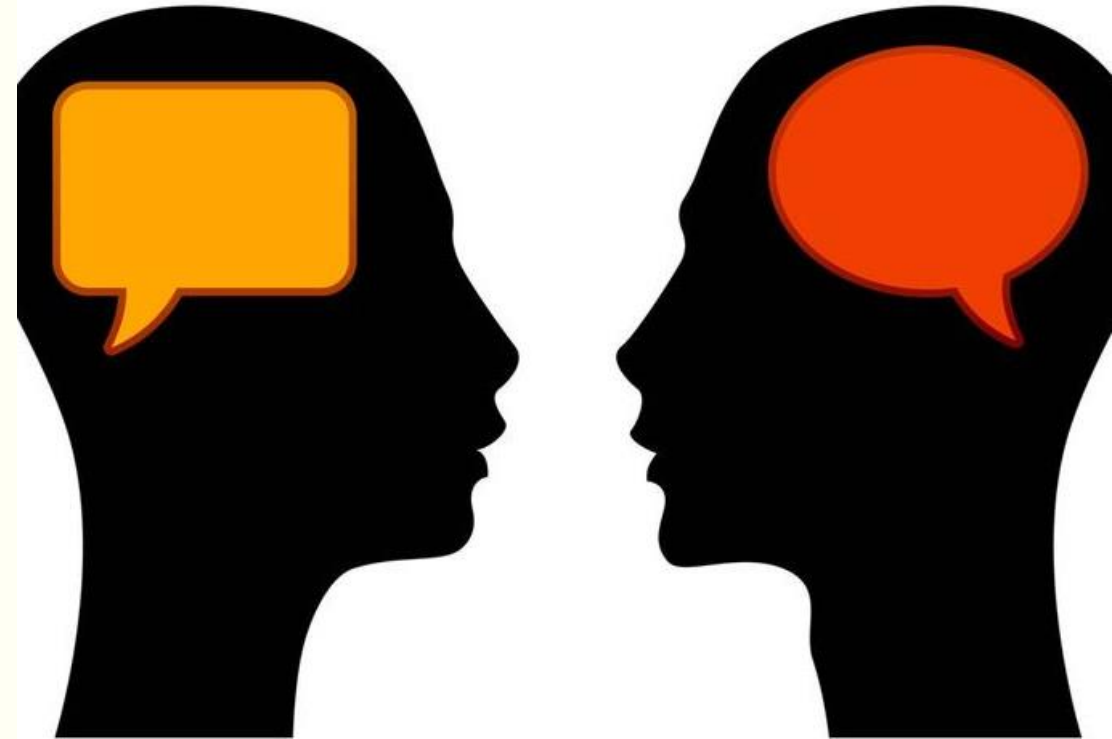
- Fran Partridge, Seattle Public Schools, Equity and Race Relations Specialist

## 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

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## Auburn School District:

- Erin Hall

## Tukwila School District:

- Erin Herda
- Emily Tran

## Kent School District:

- Dana Piehl
- Carole Lynch



# DISTRICT REFLECTION

*Table Activity*

# What is your COMMITMENT?

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





# Thank You!

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- *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*