

Equity Action Teams 2016-17

Thurgood Marshall Elementary

The Equity Action Teams are flexible and open. The intention is to open this work for as many people to join and for ALL Thurgood Marshall families to make the change they want to see with their voices and actions. For more information about any specific team, please contact the Team Lead. Other questions/feedback? Please contact Casey Sommers caseypilar@gmail.com.

Update 5/24/17

Equity Action Team	Goal/Purpose	Team Members and Email Addresses	Updates
Black Family Advocacy Support Group (BFASG)	Works to create a safe, supportive place for parents and students to voice concerns and/or offer suggestions to make the school environment more welcoming to Black families. The group is identifying ways to effect positive change. Meetings features guest speakers and special topics to help everyone stay engaged with and informed of events affecting our students.	*Co-lead, Trinia Washington, trinia.washington@live.com, Co-lead, Angeliq Jenkins, jenkins_angie@hotmail.com, Co-lead, Lita Hawkins, shawkins07@gmail.com.	Update May 2017: Wrote a letter to the TM Admin to share ideas, thoughts, and concerns on behalf of the BFASG. Held a community-building workshop on 3/18, led by John Scott, Ph.D. a prominent Bay Area consultant and director of the Morningstar Center for Transformation. Beyond community-building, it also focused on dialogue, and identifying and better understanding issues of oppression. Previous Updates: BFASG has met on 4 occasions and has begun to prioritize issues and concerns that the group would like to address. Top 3 priorities are (1) Diversity and cultural sensitivity training for staff, parents and students; (2) Family engagement/inclusiveness; and, (3) Ongoing support group/BFASG. Next meeting is TBD.
Facilitate Conversations Around Race and Equity	Goals: Eradicate racial tension by empowering families. Create opportunities for parents to understand and unpack internalized racism/bias. Create opportunities for parents of color and white parents to make more meaningful connections.	*Co-leads, Anne Phyfe Palmer phyfe@mac.com and Dionne Malatesta dmaalatesta@hotmail.com (both are willing to help lead, but feel strongly that there should be a person of color to co-lead with) Kiyomi Morton kiyomimorton@gmail.com Valerie Ross valerievivamontes@gmail.com Briktawite Yimer briktawite@gmail.com Susan Minogue skminogue@yahoo.com Laura Silver laurasilver74@gmail.com Kat Barr katherine.barr@gmail.com	Update May 2017: The Undoing Racism & Teaching Equity to Our Children workshop was held on March 28. The BFASG and PTA partnered with us to make this happen. The team will meet (date/time TBD) to discuss next steps and planning for next year. Previous updates: First meeting was on 12/5. Those present shared their experiences of overt and covert racism at TM and discussed what this group would focus on. Left with intention to research undoing racism class for parents. Researched a training through FOCS.

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Gender Imbalance in HCC	Goals: Understand why there are substantially more boys than girls in HCC at TM. Identify and implement strategies to enroll more girls and achieve balanced numbers. In the meantime, come up with ways to encourage "girl power" among HCC girls and mitigate the impact of the gender imbalance.	* Lead: Andrea Radosevich andrea_radosevich@yahoo.com Bridget M bbrenda03@gmail.com Briktawite Yimer briktawite@gmail.com Dionne Malatesta dmaalatesta@hotmail.com	Update March 2017: Got some data, scheduled first meeting, developing list of possible actions, will get input and then choose which ones to tackle. Previous update: Gathering data and scheduling first meeting.

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<p>Improving Scholars Program</p>	<p>Goals are twofold -- to actually support Gen Ed but also to improve people's impression of Gen Ed. Some specifics: Ensure that Gen Ed parents are well represented on PTA. Make sure Gen Ed curriculum meets needs of all students in Gen Ed, from those performing below grade level to those nearly eligible/eligible for advanced learning. Make sure Gen Ed teachers have the volunteers/resources they need for special projects. Represent Gen Ed program to potential walk-zone families as a great option for their students. Dispel assumption that families with students in Gen Ed would rather have students in HCC. Support community building events for families with kids in Gen Ed.</p>	<p>*Lead: Ann McNally mcnally.ann@gmail.com Alison Lomaka alisonlomaka@yahoo.com Briktawite Yimer briktawite@gmail.com Cora Glass caglass@seattleschools.org Bridget Lamp bridgetlamp@gmail.com Susan Minogue skminogue@yahoo.com Jen Hobbs jen@jenfu.org Kate Madrid kate@katemadrid.com</p>	<p>Update May 2017: We continue to meet approx monthly, and our next meeting will be late August. We are doing "Bikes and Bubbles" K/1 playdate June4 to build community. Focus on better engagement between PTA/Class Reps/Teachers/Families. Consistent meetings time next year -- join us! We have interest in Gen Ed test scores -- transparency about them -- are they good? How can they be improved if not? Hard to find that data. We are trying to keep focused on fun, community engagement activities to make ALL people want to be enthusiastic about being part of their neighborhood school's Gen Ed program for K all the way through 5 th grade. This is the fun part -- the "low hanging fruit". "We like TMbecause it is so much FUN...for ALL!!!" However, we don't want to lose sight of the ways that Gen Ed students, especially those who are students of color or in poverty, may feel when they enter a school that looks like TM. For example, we are still pretty angsty over the loss of Title I from TM when HCC moved in, even though Gen Ed students, especially at higher grade levels, fit the criteria for that added support. But...we don't really know where/how to harness that energy right now, especially given the rapidly changing demographics of the neighborhood. Previous Updates Nov 2016: Had their first meeting Thursday 11/17 at Ann McNally's house 6pm. Second meeting on 12/6. Next meeting is 1/31 at 6:30 pm in TM library. Update March 2017: We met in Feb and March, and will meet in April and May. Active group of 5-10 parents.</p>

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<p>Racial Equity In HCC</p>	<p>Goal: for the composition of the HCC (Highly Capable Cohort) program to reflect the district's racial and socioeconomic diversity.</p> <p>(We are now a district-wide team, not TM specific, but we remain led by TM parents.)</p>	<p>(Only TM members listed) Lead: Devin Brucker devinbruckner@gmail.com. Members: Andrea Radosevich <andrea_radosevich@yahoo.com>, Angie Jenkins <jenkins_angie@hotmail.com>, Brian Terry <brterry@gmail.com>, Bridget Lamp <bridgetlamp@gmail.com>, Dionne Malatesta <dmalatesta@hotmail.com>, "Egelhoff, Samantha L" <slegelhoff@seattleschools.org>, Hannah Gribben <hannahum@hotmail.com>, Harry Thomas <harrythomas@aaawin.com>, Henry Hwang <hwang.henry@gmail.com>, Isabelita Hawkins <shawkins07@gmail.com>, John Madrid <john@live206.com>, Kat Home <katherine.barr@gmail.com>, Kate Madrid <kate@katemadrid.com>, Kate Poux <kgpoux@gmail.com>, Kira Franz <kira.franz@gmail.com>, Laura Silver <laurasilver74@gmail.com>, Leslie Williams Gibson <annwho1922@yahoo.com>, Meredith Jacobson <meredithj@gmail.com>, Nasra Kuti <sharkstar2187@hotmail.com>, Robin Counts <roco@microsoft.com>, Sachin Kukreja <sachin_kukreja@hotmail.com>, Scott Crain <scottjcrain@gmail.com>, Stacey Kryman <staceykryman@gmail.com>, Sue McLaughlin <smcl@u.washington.edu>, susan morrison <susan_morrison@hotmail.com>, Tara Urs <tara.urs@gmail.com>, Trinia <tnbpeter57@yahoo.com></p>	<p>May 2017 Update:</p> <ul style="list-style-type: none"> - Organizing people to attend and speak at SPS Board Meetings (June 7, June 28, Wed July 5, and again in Fall 2017) - District has made some changes (lengthening referral window (May 15 to Sept 22), allowing teachers to make referrals (not just parents), improving process of testing of all 2nd graders in Title I and lower income schools...but we want to see more! - Team pushing district to change how it views/uses test scores, as law says HC admissions should look at potential not just achievement. - Open large group meeting in early May <p>Prior Updates:</p> <ul style="list-style-type: none"> - Met with most SPS board members - Meetings with community groups/leaders - Talked with other districts about what has worked/what they do - Launched website/FB page. - Received letter from ACLU outlining the legal standards for assessing racial disproportionality in schools - Participated in KUOW interview on racial inequity in HCC - Developed recommendations and did advocacy push in Fall 2016 and in early 2017

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Social Studies Curriculum- Bringing in Diverse and Community Perspectives	Goals: Bring in community resources to ensure we don't have one narrative but a variety of perspectives. Create a space that is safe for kids of color.	*Lead: Alison Miller atmiller@seattleschools.org, Katie May kjmay1@seattleschools.org, Merilee Hudson mhudson@seattleschools.org, Kari Palmer kari.yukimi@gmail.com, Kat Barr katherine.barr@gmail.com, Andrea Fontana awongfontana@gmail.com	Update May 2017: Continuing to add resources to Excel spreadsheet Previous Updates Jan 2017: School Staff working on bringing in different perspectives in Social Studies instruction. School staff released for half day of social studies planning. First meeting held on 1/3--discussed needs of 1st and 2nd grade teams, brainstormed resources, and began to reach out to community organizations. Update March 2017: Gave 1st and 2nd grade teams contact information to support social studies curriculum. Collaborated about needs for 4th grade teaching team and reached out to possible contacts. Gave 4th grade team some resources, will give more in the upcoming week. Began to create Excel spreadsheet with contact information of all people and organizations that were interested in collaborating with classes at Thurgood Marshall
			5/24/2017