

Equity Action Teams Meeting

October 24, 2016

5:30-7PM

Meeting Minutes

In attendance: Katie May, Sam Egelhoff, Cora Glass, Alison Miller, Laura Silver, Andrea Radosevich, Devin Bruckner, Casey Sommers, Susan Minogue, Ann McNally, Bridget Lamp, Kari Palmer, Kiyomi Morton, Cliff Meyer, Alison Lomaka, Kate Madrid, Leslie Williams-Gibson, Richard Gibson, Kara Jones, Chuck Ely, Bridget, Briktawite Yimer, Valerie Ross, Anne Phye Palmer, Bill Brewster, Dionne Malatesta, Trinia Washington

5:30 Welcome and Introductions (Hannah)

5:40 Brief History of Equity Action Teams and Purpose (Casey)

History of Equity Action Teams

In 2014-15 Thurgood Marshall was selected as one of the first schools to be part of district “Racial Equity Team” work to better ensure that schools offer all students equity in educational opportunities. Staff embarked on work looking at academics, discipline, and school climate with a staff team. They continue to meet monthly.

Also, in 2014-15, the TM PTA worked with CPPS (Community and Parents in Public Schools) to hold a workshop and follow-up meetings, helping to engage and hear from families that had in recent years not been feeling a part of the bigger school community. That year the PTA teamed with Coyote Central to create the Pillars art piece on MLK, with one of the highlights being a gathering of ideas around what Thurgood Marshall means to each of us at the Northwest African American Museum.

Last year, parents became more involved in looking at equity. PTA fall and winter meetings focused on people’s inherent biases with a visit from the author of Blindspot and also, perspectives on equity from District officials with a panel and Q and A. Then, in Feb, April, and June of this past year, staff and parents met to create and work on next steps, through “Equity Action Teams.” These are the groups listed on your agenda. We also met this summer for a picnic in August on the school playground.

Purpose of Equity Action Teams

The purpose of the Equity Action Teams is to work toward creating a school where every family and child feels welcome, feels a part of the community, and has a voice. The Equity Action Teams focus on various priorities in creating equity. We work to foster conversation around equity and community.

5:45 Setting the Stage for Our Work Together (Katie)

- Assume Positive Intent
- Speak Your Truth
- Accept Non Closure
- Be Hard on Ideas, Soft on People

5:50 Debrief October 19th BLM Activities/Happenings (Katie)

Katie May shared that staff, and also parents and students wore Black Lives Matter t-shirts last Wed. for the BLM Day. Teachers spoke to classes about what the day meant and met with their Social Studies PLCs to discuss these plans. Lessons looked different at various grade levels (i.e. 5th Grade discussed the BLM movement and other movements through history; 2nd Grade discussed through read-alouds). Staff felt that there were some great discussion among students.

Parents commended the TM staff for what they did on BLM Day. Parents also had some of the following suggestions related to the BLM day and ongoing conversations:

- Giving more advanced notice to parents about the day and what would happen and be taught in class, both from the school and from individual teachers
- Making sure teachers share with parents about the discussions they had in class: “This is what we learned today.... This is how you can follow up at home....”
- Making sure facts and history are correct.
- Asking parents of color for input and having people of color present in discussions about race and issues that affect people of color
- Asking “how is this going to impact the kids of color in the classroom?”
- Having more staff of color to help shift culture and create more of a critical mass of people of color at TM
- Parents shared that people of color do not always feel welcome and comfortable at TM events or in conversations about race and equity at TM, especially given the limited number of people of color usually present. How can we improve this?
- Ensuring that we continue the conversation.

6:00 Brief reports from Action Teams (updates/progress and next steps)

1. Advocacy and research around Title 1 funding (Trinia)

Report on work: Group has found that regaining Title 1 status is a big hurdle.

Next Steps: Look for alternate funding sources that could be used to fund what Title I funds would have.

Alison Lomaka alisonlomaka@yahoo.com

Kate Madrid kate@katemadrid.com

2. Identify areas for potential academic integration –Social Studies (Katie)

Report on work: Social Studies Waiver was approved. PLCs will meet this year to plan social studies curriculum.

Next Steps: Bring 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.

Laura Silver Laurasilver74@gmail.com
Briktawite Yimer briktawite@gmail.com
Alison Miller atmiller@seattleschools.org
Kari Palmer kari.yukimi@gmail.com

3. Create protocol for school events (Robin)

Report on work: Check list was in the process of being created.

Next Steps: Create checklist of how to make all families feel welcome at school events

Briktawite Yimer briktawite@gmail.com
Bridget bbrenda03@gmail.com
Kari Palmer kari.yukimi@gmail.com
Laura Silver laurasilver74@gmail.com

4. Field Trips (including all students from same grade level on trips) (Cora)

Report on work: Created guidelines for field trip planning- #, quality, purpose, across programs/grade levels; Teams are now planning field trips together

Next Steps: Field trip funding (equity)

5. Look at PTA Enrichment Program through an equity lens (Casey)

Report on work: Conducted survey: showed need for more free options, eliminate the gap between sessions, more scholarship info to parents; Created Enrichment Best Practices including guideline for fairness/equity in registration (online vs paper); scholarship policies, and safety; Scholarships have almost doubled since last winter

Next Steps: Research adding a free soccer class, Research adding early access to supervised playground, Plan for early dismissal/late arrival in 2017-18

6. Increasing Diversity in HCC (Hannah and Devin)

Report on work: Reviewed data and developed recommendations in increase HCC Diversity; Meeting with district and Board officials

Next Steps: Continue District/Board Meetings; Branch into a District HCC Equity Committee (not just T. Marshall), group will continue to report updates to Equity Action Teams but not be an official part of Equity Action Teams; Next Meeting Thursday 10/27 7-9pm to discuss next steps

Kate Madrid kate@katemadrid.com
Andrea Radosevich andrea_radosevich@yahoo.com
Bridget Lamp bridgetlamp@gmail.com
Dionne Malatesta dmaalatesta@hotmail.com
Laura Silver laurasilver74@gmail.com

6:30 Creating the focus for this year

Whole Group (on chart paper) We discussed what other action items do people feel are important in addition to the next step items above.

Additional New Groups:

Supporting/Strengthening General Education

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

Create Group for Parents of Color – Improve the Experience for Kids/Families of Color / Coordinate Caucuses for Families of Color and White Families

Kiyomi Morton kiyomimorton@gmail.com
Valerie Ross valerievivamontes@gmail.com
Briktawite Yimer briktawite@gmail.com
Susan Minogue skminogue@yahoo.com
Dionne Malatesta dmaalatesta@hotmail.com
Laura Silver laurasilver74@gmail.com

Gender Imbalance in HCC

Andrea Radosevich andrea_radosevich@yahoo.com
Bridget M bbrenda03@gmail.com
Briktawite Yimer briktawite@gmail.com
Dionne Malatesta dmaalatesta@hotmail.com

7:10 Meeting adjourned