

Minutes for Meeting January 31, 2019

In Attendance: Katie May, Laurie Jensen, Jennifer Mayton, Andrea Fontana, Trinia Washington, Casey Sommers, Deron Bryant, Devin Bruckner, Ursula White-Oliver, Alan Preston, Gitane Versakos, Zakiya Tyson, Hollis Amsden, Angie Jenkins, Cora Glass, Hilary Dameron, Kara Jones, Nichole Cummings, Kevin Connor

Katie May started the meeting with introductions.

Zakiya Tyson shared norms for the group Stay engaged, participate, speak your truth, be real, experience discomfort, expect and accept non-closure, listen for understanding, maintain confidentiality.

Katie May shared plans for Black Lives Matter Week (Feb. 4-8), Black History Month, and NAAPID (National African American Parent Involvement Day)

She thanked Deron, Cora, and others for their work.

Black Lives Matter Week- Feb. 4-8

Last year was the first year for BLM week; this year all lessons will happen during Social Studies groups; teachers have background on BLM movement; teachers will be teaching the same content but adjusted for different grade levels. Teachers worked together to create lesson plans related to a different theme each day. They had support from Black Family Advocacy Support Group and Equity Action Team Leadership Team.

Day 1 – Diversity – Students will learn about the Black Lives Matter movement and read “Let’s Talk about Race” by Julius Lester.

Day 2 – Empathy and Collective Value – Students will complete a “Black is Beautiful” project. Day 3 – Intergenerational / Black Families – Students will read “Aunt Flossie’s Hats (and Crab Cakes Later)” by Elizabeth Howard and discuss some of their families’ stories. They will also take home a project to complete with their family and return to school.

Day 4 – Being an Ally – Students will learn what it means to be an ally, what White Privilege is and how some benefit from this, and why people march to create social change. They will also create their own signs for a march the following day.

Day 5 – Day of Action – Our day will begin with an assembly and this will lead into an all school march to Martin Luther King Jr. Way South, at the edge of our school property. We encourage parents to join us for our assembly and march. It would be great to have extra adults with us!

There will be a reflection piece at the end of the day; Family commitment card to take home. Thinking of ways to have families share via social media.

Black History Month- “Change Makers”

Each grade level team will get a powerpoint that will show African American change makers. Each class will get a mini-overview and classes will choose their top three and then each one will have one person to research. They will decorate their classroom door and there will be a gallery walk at the end of the month. Students will walk around to view doors in a scavenger hunt form to learn about different change makers. The idea is that this format can continue year to year, enabling students to grow their knowledge of important change makers as they move through grade levels.

NAAPID (National African American Parent Involvement Day) -Monday, Feb. 11

This annual event for African and African American families will include: Breakfast, Presentation about School Climate and Discipline, Jazz Ed presentation, Visits to classrooms and Lunch with your child. Parents/Caregivers are welcome to stay for part or all of the day.

Feedback on BLM and NAAPID from Equity Action Team Members present:

- Make sure that we are addressing not just white privilege, but privilege
- Make sure to address different groups. Sometimes children ask, what about history month for other people? A way to address is talking about the push for Ethnic Studies. These same efforts are being made to make sure that our students are learning about everyone's history. Katie shared that the next 3 staff development days will come from Ethnic Studies Department at SPS.
- Dionne reminded everyone about **The Authors of Color book drive for the TM Library.** See the rest of the list of books still available to purchase for our library here: <http://a.co/fUnbBU4> Many books still left!

Angie Jenkins led a Connection Activity People circled where they fell in different groups (experienced privilege or marginalization) based on gender identity, race, age, education, etc. Then there was a discussion with pairs and then whole group; We focused on two questions:

1. Which of your identities have the most influence on your own decision making?
2. What emotions were present when you circled identities in the privileged and marginalized columns?

Conclusions - Race is always present and in the forefront. These are boxes we put people into. There are also boxes you must or choose to show other people and boxes that are less visible. Example is trauma. This exercise is meant to stimulate lots of thinking and factor into our decision making and planning.

Andrea Fontana facilitated Reports from Subteams

Black Families Advocacy Support Group: There will be a social coming up on February 13 6-8pm at Rainier Arts Center in Columbia City. It is an opportunity for African and African American families to come together in a relaxed environment. Refreshments will be provided as well as arts and crafts activities for the kids. Feel free to bring a dish to share if you'd like. Please e-mail tmbfasgroup@gmail.com with questions or if you would like to help with food donations; flyers; publicity.

Conversations Around Race and Equity: Conversations About Race and Equity Discussion Group continues to meet to talk about articles and books; the next meeting is on February 6 6:30-8pm in the Library; you can be added to the email list by emailing Dionne Malatesta dmalatesta@hotmail.com This month we are reading an article and watching two short videos for discussion: ACCOMPLICES VERSUS ALLIES: <https://southseattleemerald.com/2016/07/06/accomplices-versus-allies> White Savior vs Ally <https://youtu.be/WBYTxzuGiYc> When White People Tell Me They're Progressive <https://youtu.be/LiQoGmuq21o> We'll also discuss article/book selection for the next meet up and are looking for people who want to facilitate future discussions.

Fostering Student Community and Supporting Our Scholars: Met in December; the main focus right now is on Social Studies and taking it to the next level; Gitane attended a larger TM Staff Social Studies meeting; Goals:

- Continuing the work and the integration of Social Studies
- Foster communication (between Social Studies team, teachers, and families)
- Teaching Tolerance resource– checking in to see if teachers using it intentionally
- Field Trips in Social Studies groups
- Keep momentum going for Mix it up Day

- Encourage more support from parents (two ideas: volunteering within the Social Studies classrooms and organizing Mix it Up lunches)

Gender Equity: Met with Counselor, Ms. Matsui, and will continue work when she returns from leave.

International Women's Day is March 8

Ground Breaking Women

?newly elected ?speaker

The team is having conversations about how incorporate LGBTQAI

Racial Equity in HCC: Watching where the SPS Advanced Learning Task Force (ALTF) goes. Also, as a parent advocacy group, seeing which ways they can push the district to have the HCC program better reflect the makeup of SPS.

When will there be recommendations from the ALTF? Goes to the end of the year. Limited clarity yet about where it is going.

Andrea and Devin Bruckner presented some Survey Results from TM End of Year 2018 Equity Action

Teams Survey was sent out June-August 2018 by Katie May via email; 47 people; less than 10% response rate and not a full representation of our school community; however, it seems very important to share the results. White families and AC Scholars are overrepresented. If to do this again; much to be learned.

Q2: Do you feel TM is an inclusive environment? And Q3: How well do you think Thurgood Marshall is addressing equity? White families and AC Scholars are feeling more positive about the work than Scholar and Black families.

Q7 How do different groups support equity at TM? SPS lowest; PTA and "Other Families" also receive lower scores;

Q5 What are the most pressing equity issues?

- Racial equity and make up of programs; TM is trying hard within a terrible system
- Building community across programs
- Supporting Scholars students
 - Ensuring their academic needs are met, challenging work
 - Equity in discipline
 - Strong feelings/perceptions about AC Scholars program
- Racial Equity in AC Scholars program
- Parent education for AC Scholar program families on race and equity
- Comments about students with disabilities
- Need for recruiting staff of color

Feedback from Equity Action Team Members present:

- Are we going to share the survey? What is the purpose of sharing this survey?
 - It is not statistically valid (for example needs to be a larger and more representative number of families; need to define terms)
 - However, if even a few families responded, and we receive important information, it is still important to listen to those voices and share. It is important to let the community know that not everyone feels comfortable and treated equally. We do need to keep that in the forefront of people's minds. We are working very hard, and we are not there yet.
- When we do survey again...important things to consider:
 - Connect to the work that Equity Action Teams are doing; These are things we have been working on; How are they working?

- Consider other surveys and how they have been done: Homework survey that was done over conferences was successful, Teachers had reminder notices; Be mindful of when we do it; Maybe having a paper form

Casey Sommers led group in a discussion of Speaker/Workshop Ideas

Some of the take aways are bulleted below.

- The workshop should be parent/caregivers only (child/parent workshop next year)
- If we do talk and a workshop, better to do the talk first
- Suggested topics:
 - Recognizing and owning privilege
 - Parenting with Identity in mind
 - Understanding racist bullying - what does it look like? what do you do so all off the work does not fall on POC?

Discussion will continue over email with the Conversations Group.

Katie May closed the meeting and thanked everyone for being there.