

Thurgood Marshall Equity Action Teams meeting

Thursday, November 14, 2019 from 6-8 pm in TM Library

6:00 pm **Welcome** (Katie May)

Opening Reflection (*see reverse*) and ***Overview of EAT** (Andrea Fontana)

Andrea described the importance of listening to the quiet voices around and inside us, esp in this work and in today's culture, leading the group in 20 secs of silence. She also emphasized how this is long haul work, reading the poem "I will not die an unlive life" by Dawna Markova. (see page 3)

Group Introductions

Indigenous Land Acknowledgement - *described by Andrea, who pointed out that we are on Duwamish land; if people want to pay rent for this Duwamish land, to go to: <https://www.realrentduwamish.org/>. She also pointed out that we are in a neighborhood that historically practiced redlining.*

Group/Meeting Norms (Zakiya Tyson) - *Zakiya read the Color Brave Space norms from Equity Matters*

6:15 pm **Connection Activity: "Walk of Privilege"** (Angie Jenkins)

6:35 pm **"Racial Equity in our Community"** with Kyana Wheeler (Gitane Versakos)

- Recap of 10/22 workshop and *summary of evaluation results
What lingers as salient for those of you who attended?
--Session was powerful and transformative. Helped to open my eyes to the cartoon.
--How do kids feel in the classroom - do kids of color have the same opportunities to be leaders? How do we make sure we are drawing kids of color out? How might this play out on the playground? How do we see discipline play out for kids from different groups? How do we make connections with people who are different from us as adults - parent to parent.
--Parents expressed appreciation for diversity of TM and opportunities for children to be able to talk about race.
- Leadership Team's proposed content for next workshop - *Taking from the summary of evaluations and working with Kyana, EAT leaders propose that our next workshop go deeper into Kyana's socialization model to look at what the agent, target, and oppression look like at TM. Kyana can begin to help both parents and teachers understand how this functions in our community and how we can talk about it with our children/students.*
What feedback do you have on this proposed content?
- It would be great to have tools for talking to our children about racism.
- Kyana's *Personal Reflection Activity on Socialization and Social Identity
"Homework" Kyana gave us is on handout on the table and at the EAT's webpage
- Funding Kyana's future work - *The Donor's Choose was funded within 24 hours. Thanks to those who donated! We will do another one in the spring to fund the remainder of her work. Feel free to write a check to "TM Self Help" and put "Kyana" in the memo and drop off at the office, if you would like to give until the Donor's Choose is up in the Spring.*

7:00 pm

Equity Action Teams (Andrea) - *Each team was described and everyone broke up into small groups to answer the questions below and brainstorm. Each team will be charged to meet before our Feb 6th general meeting to set priorities and delegate tasks.*

Answer as a small group -

What equity issues do we see at TM in this area?

What goal/s could we set for the year?

What actions could help us get there?

- **Black Families Advocacy and Support Group** (Angie Jenkins, Trinia Washington)
- **Conversations around Race** (Dionne Malatesta)
- **Fostering Student Community** (Zakiya Tyson, Gitane Versakos)
- **Gender Equity** (Venessa Goldberg, Jennifer Mayton)
- **Racial Equity in AL/HC** (Andrea Fontana)

7:30 pm

Summary of small group conversations

- **Black Families Advocacy and Support Group** (Angie Jenkins, Trinia Washington) - *Group is still navigating the dilemma of participation and engagement. What are folks wanting to address? Have reached out through emails, paper surveys, Pup Press, etc. Want to work on recruiting staff of color, how does Kyana's work play out in discipline work. Standardized tests and how that plays out for students - summative, formative, etc. How are we helping student who need additional support?*
- **Conversations around Race** (Dionne Malatesta) - *Andrea read a description of the group and how to get involved, as well as announced the Weds 11/20 discussion group topic of "How to Talk to your Kids about Race", facilitated by Rainy Regan*
- **Fostering Student Community** (Zakiya Tyson, Gitane Versakos) - *Discussed continuing the work around Social Studies, continuing to work with teachers and get that feedback, overhaul of field trips to make sure we are not asking too much of families financially, Mix-it-Up lunch - want to keep supporting this to encourage kids to interact with new people, March for MLK with Giddens for 5th graders, Black Lives Matter March, Diversity recruiting for staff and for the PTA Board - how does our culture need to change in order to involve and retain more POC?*
- **Gender Equity** (Venessa Goldberg, Jennifer Mayton) - *Andrea read a description of the group, their goals/plans for the year, and how to get involved*
- **Racial Equity in AL/HC** (Andrea Fontana) - *surfacing issues - agreed to meet again to discuss how to put equity in the forefront. How can we engage TAF here at TM.*

7:45 pm

Engaging TAF (Technology Access Foundation) at TM (Katie/Gitane)

The district is planning a meeting at TM to help inform families about TAF. There are some Scholars families who are not yet aware of this change. It's important to have this information so families can make informed decisions. Audience feedback requested a TAF meeting for Scholars families to ensure their voices are heard. The district has said they will make sure they take measures to facilitate a meeting for TM that will ensure space for under-represented voices to be elevated and heard. There was an announcement today that there will be 2 tours offered of TAF @ Saghalie. They are being thoughtful with their planning and having students available to offer information about the math program and how this works. There is also an opportunity to be a mentor to existing TAF students with their projects (which could give parents a sense of the program).

7:55 pm

Announcements (Andrea)

- Sign up on *General Email List and *Team sheets
- Volunteer to work on PTA/EAT comment box - *Looking for someone who would like a concrete time-limited project of helping the PTA Board and EAT*

Leadership Team develop an online and real comment box in which parents could give feedback

- SAVE THE DATE for the next meeting February 6th
- Take *EAT bookmarks
- Watch out for Donor's Choose link to fund Kyana's work with us

Thank you!

**handouts available*

I will not die an unlived life.
I will not live in fear
of falling or catching fire.
I choose to inhabit my days,
to allow my living to open me,
to make me less afraid,
more accessible;
to loosen my heart
until it becomes a wing,
a torch, a promise.
I choose to risk my significance,
to live so that which came to me as seed
goes to the next as blossom,
and that which came to me as blossom,
goes on as fruit.

— *Dawna Markova*

I Will Not Die an Unlived Life: Reclaiming Purpose and Passion