

SVSD Racial Equity Stakeholder Group
Agenda #5, April 14th, 2021

Racial Equity Consultants (REC) aspires to create a world in which each and every human being is seen and valued for who they are and the talents, brilliance and beauty they contribute to the healing of our communities.

REC stands on four key elements to accomplish this work:

1. Awareness – expanding an understanding of our own biases, assumptions and racialized behaviors.
2. Knowledge – Developing knowledge of institutional racism, historical oppression and the experiences of marginalized groups.
3. Skills – building capacity to engage in cross-cultural communication and the ability to interrupt white supremacy.
4. Advocacy – elevating the voices and concerns of traditionally marginalized communities.

Purpose of this Team: Developing an anti-racist lens in order to advise and guide Snoqualmie Valley School District on how to become racially equitable and anti-racist.

Objectives:

- ◇ Community building (Awareness)
- ◇ Building a common language (Knowledge)
- ◇ Introduction to subcommittee work

- **Welcome back and Recognize the Land: Coast Salish:** Duwamish, Muckleshoot, Stillaguamish, Suquamish, Tulalip, Snoqualmie
- **In Relationship We...**
- **Introduction of “Equity Moments” Share outs**
- **Homework** – break out rooms (4 people)
 - Chapter 7 and 8 in the book, So You Want to Talk About Race. Be prepared to answer the questions:
 - How does what Ijeoma tells us differ from what you’ve learned about police?
 - Does Ijeoma’s idea of Affirmative action align with your own and if not, what is different?
 - What jumped out at you about the School- to- Prison Pipeline? What was most surprising? What was most disturbing?
- **Break**

- **4 types of racism plus scenario**

- **Break into Subcommittees:** “Preamble”, Policy, Analysis Tool, Data Collection: In your group, talk about the body of work, when you will meet next, assign a coordinator, and assign “work” to the group.

- **One Word Check Out**

Homework:

Read: Chapter 9 in the book, So You Want to Talk About Race. Be prepared to answer the questions:

- Why can’t we say the N-word?

Watch: The N-word in the Classroom https://www.ted.com/talks/the_n_word_in_the_classroom

Watch: Deconstructing white privilege, Dr. Robin DiAngelo

<https://www.youtube.com/watch?v=h7mzj0cVL0Q&t=3s>

Prepare an Equity Moment to share out.