

SVSD Racial Equity Stakeholder Group  
Agenda #6, May 12<sup>th</sup>, 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:

- ◇ Continue to build community (Awareness)
- ◇ Continue to build a common language (Knowledge)
- ◇ Sub-committee Updates
  
- **Welcome back and Recognize the Land: Coast Salish:** Duwamish, Muckleshoot, Stillaguamish, Suquamish, Tulalip, Snoqualmie
- **In Relationship We...**
- **Equity Moments (2 rooms)**
- **Homework** – break out rooms (4 people)
  - Chapter 9 in the book, So You Want to Talk About Race.
    - Why can't we say the N-word?
  - The N-word in the Classroom [https://www.ted.com/talks/the\\_n\\_word\\_in\\_the\\_classroom](https://www.ted.com/talks/the_n_word_in_the_classroom)
  - Asset Based Language video
  - Deconstructing white privilege, Dr. Robin DiAngelo <https://www.youtube.com/watch?v=h7mzj0cVL0Q&t=3s>

Discuss questions:

- “When have you been or seen someone be complicit in the system or “whiteness?”
- “How has segregation impacted your life? Were you ever told that there had been loss because you experienced segregation?”
- How might you “be” different moving forward knowing how easily we could give each other feedback when we step in it, and repair that harm?”
  
- **Subcommittees Updates**
  
- **One Word Check Out**

Homework:

- **Read:** So you want to talk about race? chapter 10, 11 and 12. Be prepared to talk about the following questions:
- How have you seen Cultural Appropriation at your place of work?
- What did you grow up learning about touching other people or/and their hair, especially black people's hair?
- What is a micro-aggression? Can you think of one you have seen, heard, experienced or perpetuated?

Prepare an Equity Moment to share out.