10/30/18 Meeting Notes

In attendance: Christine, Kristen, Curtis, John, Nancy, Amanda, Meredith, Kathryn, Curtis, Teddi, Kaila

Land acknowledgement: The University of Washington acknowledges the Coast Salish peoples of this land, the land which touches the shared waters of all tribes and bands within the Suquamish, Tulalip and Muckleshoot nations.

Also mentioned the Duwamish Tribe in particular.

Took time to pause and reflect after reading this statement.

A book by Thomas King was mentioned as a resource.

Opening practice

How do we refer to you? (Name, gender pronouns used, etc.)
What is your connection with the RC?
How are you arriving at today’s meeting? (How are you feeling? What’s on your mind?)

We took a few minutes to talk about the practice of sharing one’s gender pronouns and our understanding of why we do it and how the practice came to be.

Context for this committee

● Committee acknowledges the fact that the work of race & equity isn’t only for staff to be thinking about, it’s something that parents, students, community members, alumni etc. are affected by, have experiences with, and should be part of this work that involves our larger community.
● ‘We’ not as RC Staff, ‘We’ as RC community.
● Field of gifted education has been working on equity for years, RC as part of that conversation, advocating for access to gifted education

For discussion

● RC updates
  ○ 60% of Saturday participants are free/reduced lunch (FRL) recipients
  ○ 23% of Summer participants are FRL recipients
  ○ Funds made from Summer programs help the RC offer financial assistance for Saturday programs
  ○ Creating access for more low income students also meets the state mandated for gifted ed access
RC is having its general program brochure translated based on languages most commonly spoken in Seattle (Chinese, Somali, Spanish)
- Committee encouraged including Vietnamese and Tagalog based on an equity perspective
- RC applying for grant to offer classes at UW Othello Commons space
- Additional contact suggestions: New Holly Neighborhood Association and Wing Luke Elementary

- New format for “conversation” between committee and staff work groups
  - Curtis shared new format where RC staff committees will share progress on RE goals and ask specific questions/feedback/input from RE committee
- 2018-18 RC RE goals
  - Shared out RC RE goals developed toward the end of last year

**Staff/Faculty Hiring**
- Continue work to advertise positions through search engines, affinity groups, and other affiliates that would encourage more diverse applicant pools
- Develop regular process for creating unbiased application and interview rubric.
- Develop regular process for generating diverse hiring committees, including anti-bias training for staff involved in hiring process.
- Look to recruit faculty for outreach programs from outside the UW, in other associations or communities.

**Access/Admissions**
- Continue to seek out partnerships with local advocacy groups and sustained engagement with racial diverse schools and districts (NW Educators for Social Justice?).
- Investigate options for providing accessible transportation for families to outreach programs.
- Translate outreach documents, advertising materials, and application instructions.
- Reassess “readiness” criteria in early entrance program admission process, to avoid “deficit model.”

**Inclusive Community**
- Investigate increased partnerships with campus organizations that support non-traditional or marginalized student populations.
- Continue to explore opportunities to engage our student community in discussions of race and equity (speaker series?).
- Provide financial support for students who are pursuing scholarly growth and professional experience in workshops/conferences/research opportunities.
● Be more aware of minority/women-owned businesses in purchasing processes

**Curriculum/Awareness**

● More culturally-responsive teacher training in summer/Saturday faculty orientations.

● More professional development opportunities for outreach instructors related to race and equity in the classroom

● Make racial equity a priority into curriculum for coming school year
  ○ Transition School Faculty planning meeting
  ○ More courses in outreach that connect to themes of race, social justice, equity, etc

● Addressing questions from Outreach and Counseling Teams
  ○ Spent time in small groups considering specific questions from these two RC teams

  ■ *What areas of our admission process/readiness criteria are most in need of reevaluation? How can we broaden our understanding of what makes students “ready” for early college entrance? What forms of support might we offer to help expand our definition of the “ready” student?*

  ■ Brainstorm from small group:
    ● Thinking about different criteria areas, objective versus subjective components of application (test scores/grades vs essays and teacher recs)
    ● Add a creative component/option?
    ● What additional supports could be offered to meet students who are seen as having potential? Something in the summer or for Early Fall Start? Something similar to the IC that the EOP program offers?
    ● Math Olympiad model?
    ● Can we think about a student’s potential for growth in terms of the overall trajectory of their growth rather than only where they are at the entry point?
    ● If we focus so much on grades, who are we missing?
    ● Could we drop the admission test requirement altogether?
    ● How can we mitigate or counteract for teacher bias in recommendations?

  ■ *What strategies have you observed for overcoming transportation barriers? How have other organizations approached this problem?*
    ● *Financial assistance programs?*
    ● *Transportation education/assistance?*
• **Bussing?**
  ■ Brainstorm from small group:
  • Potential Partners/models:
    ○ Renton “RIS” (Renton Innovation System)
    ○ UW Transportation/UCar (Tam K.)
      ■ Can help map routes for ORCA cards
    ○ Rainier Scholars
      ■ Has used buses, mapped routes and pickup locations
      ■ Use Yellow Cab (10% off)
      ■ Set up carpooling system for parents
      ■ Pogo - app
    ○ New Holly Neighborhood
      ■ Informal carpool system set up for mothers
    ○ UW Student organizations?

**Closing**
• Check out: how you feeling as we leave tonight?
• What work have you committed to doing before we met next?

**Set next meeting date/facilitator/note taker:** Tuesday, 12/4/18, 7-8:30pm