12/4/18 Meeting Notes

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

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.

- Question came up about who currently own lands on which UW Seattle sits - still owned by an indigenous community with a lease that ends in 20 years? Others thought the land was owned by the state
- Talked about the history of the Duwamish people and their lack of federal recognition
- The Inconvenient Indian: A Curious Account of Native People in North America by Thomas King mentioned as a resource
- Discussion of settler colonialism and how we name history (Westward expansion vs. settler colonialism)
- Scene on Radio podcast: Seeing white mentioned as a resource
- Since Time Immemorial curriculum mentioned, now taught in all WA public schools

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?)

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
  - RC general brochure is being translated into Vietnamese, Spanish and Somali
  - Upcoming outreach events in South Seattle: Washington Hall on 12/8 and S Seattle College on 1/10
  - Currently hiring for Summer Program with focus on broad outreach for job posting
Upcoming WERA presentation: creating spaces for equity conversations
Saturday Program: 60% of students received free tuition - hoping for the same for Winter quarter
RC staff feeling grateful for input from committee on last meeting’s topics (transportation and admission criteria)

- Addressing questions from RC Teams
  - Climate/culture
    - Staff training: Calling in - include person who made a negative comment in discussion of the comment and why/how it was offensive, use as an educational moment for all
    - Daily class meetings: look for resources, students set tone
    - Restorative Justice Circles: set curriculum, focus on empathy
    - Specific focus requested for online harassment and bullying
    - Proactive approaches
      - The Little Book of Restorative Justice
      - Focus on shared values - what does it mean to be an RC Scholar (Rainier Scholar model)? “We are scholars wherever we go”
      - Catch students do good things - Awards
      - We could do a lot of this work and culture setting at Camp Huston and Camp Indianola
      - Workshop on social identities, talk about laws but also social consequences
      - Social media work - show generic images and talk about how people are judged for what the post
      - Older students serve as great models/mentors for this work and can address issues as they come up online (in spaces where staff are not present)
      - Racial Identity Caucusing with trained facilitators
        - Combine students into groups if they are the only one with particular identity
        - Jondou Chen: SEED training for staff
        - Have on same days as classes that bring up identity conversations
  - Contextualize beyond classroom
  - Advisory: provide a practice for connecting each day for students
  - Identity development: finding our own place in the world, specific identity at the RC
  - Have students do dialogue journals with staff (1:1)
  - Hiring practices - will cover in next meeting

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:** 1/22/19, 7-8:30pm at the RC