RC Racial Equity Committee  
10/8/19 Meeting Agenda

In attendance: Nancy, Curtis, Kaila, Damaris, Kathryn

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?)

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.

I would like to acknowledge that we are on the traditional land of the first people of Seattle, the Duwamish people past and present and honor with gratitude the land itself and the Duwamish Tribe.

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
● Committee Recruitment + compensation
  ○ Need to make specific asks for students once Leadership Group is formed
  ○ Alumni follow up needed too
  ○ We can each make a targeted outreach invite
  ○ Be clear about what commitment is (time, work) and what skills will be developed for current students
  ○ Have people apply or nominate others
  ○ Compensation/appreciation: honorarium, dinner provided, UW parking covered, end of year retreat/final celebration, RC swag, raffle, invite members to be involved with RC in other ways (attend events, mock interview volunteers)
● Format for Equity Conversation series
● Outreach data and strategizing for the Academy program
  ○ Who knows about our programs? Seems to be those in positions of power and not the general public
○ What is the flow of information about our programs? Needs to be through social connections and not just through schools
○ Where are the families we want to reach? Connect with community organizations
○ Outreach contact ideas: Meadowdale High School, Summit Sierra and Atlas Charter Schools, SeaMar Health and Education Depts (Rogelio Rojas), Verdant Health, Sistema Escolar USA, Engageable Designs, WAGRO (Julieta Altamirano-Crosby), Natural Leaders
○ What impacts students to move from knowing about our program to applying (school visits?)
○ Who is already doing outreach for us? Which communities are being missed? Can we train parent ambassadors to do community outreach?
○ Look into accepting the PAA from the College Board or offering a SCAT test
○ When looking at our data, what questions do we want to answer?
○ Can we look at private vs public school, geographic and demographic representation?
○ Ask current families where they heard about us instead of during the application process
  ● Equitable support of students without assuming their lived experiences

Closing

● Set next meeting date and time: 11/12/19 from 5:30-7pm at Othello Commons