RC Racial Equity Committee
11/12/19 Meeting Agenda

In attendance: Dámaris, Deenie, Christine T, Kathryn, Crystal, Teddi, Kaila

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
- Format for Equity Conversation series
  - Invite experts from the field of gifted ed
  - Add to list that Christine T started
  - We can offer local experiences
  - Best format? PD, presentations, student time
  - Quarterly schedule of events?
  - Have a big spark/kick off to begin
  - Be aware of other events going on (e.g WAETAG and NW Teachers for Social Justice always the same weekend)
  - Repeat Equity Summit? “Seattle Equity Summit” Could we offer it online?
  - How do parents fit in to conversations? Would need to be a Fri night or Sat time, could we have a resource fair + a panel or small group discussion?
  - Would need to have interpreters (Dynamic Language is a good resource for this)
  - How to have equitable registration for event? Reserve some tickets for orgs/schools to give out, offer a pre-registration window for families from under-resourced schools, offer free tickets
○ What time to open registration?
○ Best days? Fri-Sat? Late Sunday option after church? Summer? Need to understand when religious schools are in session
○ Have open registration but then we select who attends
○ Could we have break out sessions in different Seattle neighborhoods online or in person?
○ Topic: what do districts look for in teachers? GT endorsement? Need easier access for GT endorsement, partner with SPS to consider this
○ How to bring in teachers: offer clock hours

● Equitable support of students without assuming their lived experiences

● Should we utilize HUD guidelines instead of FRL status? Other/better measures to use?
  ○ Additional factors to consider: medical expenses, 1st gen status, disability status, number of people in the family, support of family members abroad, student loans, renting/owning home, ELL families, documentation status
  ○ Use HUD for sure if it gives access to more people
  ○ What else would offer a sense of a living wage for families in Seattle?
  ○ Need to consider income (less comprehensive) vs wealth (more comprehensive)
  ○ Could we offer a sliding scale? Look at guidelines for Seattle Preschool Program
  ○ FOCS uses a check box for families to indicate what level of support they need based on guidelines given for different levels (no additional questions or documentation required)
  ○ Rainier Scholars only charges for transportation and uses a sliding scale
  ○ Families may feel they need to over report ability to pay on a sliding scale
  ○ How much can we offer for scholarships?
  ○ Could programs sponsor some of their own students each year (Sea Mar, WAETAG, ALS, groups we find)
  ○ Can we list available company scholarship on our website?

● Saturday program - are we reaching who we want to?
  ○ This should be our most diverse group of students
  ○ Does this entry point lead to later RC/UW involvement?
  ○ Could we rotate days of week it is offered to give more access?

Closing

● Set next meeting date and time: 12/2/19, 5:30-7pm, Othello Commons