Zoom link: https://washington.zoom.us/j/630410215

In attendance: Damaris, Dennie, Kathryn, Christine L, Nancy, Kaila, A.J., Teddi

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.

- https://native-land.ca/
- https://www.realrentduwamish.org/
- https://www.humansandnature.org/lyla-june-johnston
- https://www.washington.edu/giving/make-a-gift/?source_typ=3&source=KNOWLE
- Use of BIPOC (Black, Indigenous and People of Color), Evans School conference, used in Equity spaces, being attentive to specific issues of Black and Indigenous folks

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
- Other questions for program review? (visits likely moved to Fall 2020)
  - Alumni experience of moving through RC programs compared to peers who did not go through the RC
  - TS Spring quarter class guideline and limitations, why are certain classes restricted and are those restrictions still relevant? When can exceptions be made
(e.g. a student with some language proficiency wanted to take more of that language, Heritage language class option?)

- Talk to former RC staff about their experiences
- What other programs have been developed since TS began and who pursues those programs? (e.g. Running Start)
- Reviewing academics separately from social-emotional curriculum
- Be sure we are on their schedule to interview

- **Spring Equity conversations - still possible?**
  - Could a focus for the conversations being on the current controversy with SPS programs?
  - Agreement that Dr. Collins and Dr. Grantham would be good guests to bring in - Zoom?

- **Saturday program - cancelled for Spring 2020**

- **Equitable support of students without assuming their lived experiences**
  - RTI - SPS
    - [https://www.shelby.kyschools.us/domain/1264](https://www.shelby.kyschools.us/domain/1264)
  - Universal supports, leveling up as necessary
  - Translate everything instead of having ppl ask
  - All spaces are accessible rather than having to request
  - Financial aid gets sent out with everything rather than when requested
  - Checking in with groups who need support and asking what is needed or if it will help
  - Fine line between wanting to be supportive and asking people to out themselves
  - Being upfront and having a statement and dumping resources on the table and please choose or ignore what you need or don’t, make it clear that it’s universal

- **Experience with race-based caucusing?**
  - [https://www.racialequitytools.org/act/strategies/caucus-affinity-groups](https://www.racialequitytools.org/act/strategies/caucus-affinity-groups)
  - Wanting to hear from people experiencing, not others reflecting on, feeling comfortable sharing own experience, need to have safe space
  - Happening in the College of Ed, teachers needs to understand own identity, how it plays out in classroom and school communities, gender, class, sexual identity causes (in secondary pgm)
Students self-identify, starts at orientation, can move groups, groups depend on students’ self-identify, what are the commonalities

Mandatory meetings 4 times/qtr

Facilitators: must be trained, Jondo Chen, paid!

Costs a bunch but worth it, could we utilize counseling or msw students to facilitate and get their hours

Place to learn, divide groups based on starting place “How familiar are you with talking about race”

When things happen in the cohort, groups get to meet, gets to reframe that this is about what society wanted you to see

Groups do not come together to debrief, folks of color then have to show white folks what is means to experience racism

Different than affinity group, caucus is work, articles read, support for upcoming events/issues - geared to issues of the folks in the group

How to do better, not to talk about what we talked about

Advanced Taskforce - deep need from the beginning, almost too late once realized, will try again with new group

Possible to do online?

How to manage strong feelings and still work together?, Privacy - what’s discussed does not leave caucus, in an area of learning and growth, intent vs impact, take ownership when you hurt someone, use of sentence starters to help people engage (can’t just sit and be quiet), breathing in humility, breathing out grace

Important to spend some time explaining why white folks need to be in the white caucus - not ok to go to other caucus spaces to ‘learn’, caucusing isn’t enough - need another pgm, dismantling whiteness, etc., must decenter whiteness

Beyond race - language (students submitting work in any language, articles written in languages other than English)

Prejudice reduction activities in all communities, BIPOC folks have learning to do too, must de-center whiteness

How to tame a wild tongue - Gloria A

Initiated from leadership and starts from the beginning, leadership makes clear why it is important, not just BIPOC having to ask for it

Outreach for the RC
○ LEAP conference was cancelled due to Covid-19
○ El Centro parent event postponed due to staff illness
○ FOCS - sessions will happen online for kids, before 4/24
○ FOCS - conversations on race with TS students (online)
○ Satellite pgms for summer? (UW-Tacoma, Bothell), need more space for personnel to manage additional sites, talking with Chicago colleagues about how they manage this, Damaris would like to collaborate with this

Closing

● Set next meeting date and time: 4/20/20, 5:30-7pm, Zoom