

# EQUITY POLICY STEERING COMMITTEE

## RETREAT NOTES

Saturday, June 18, 2022

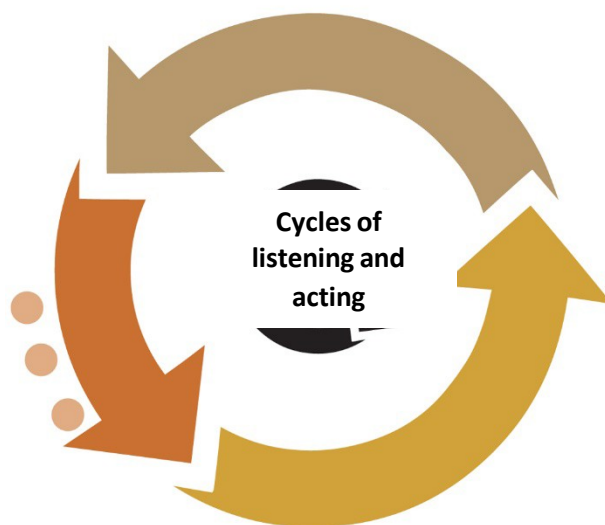
12:30 – 5 p.m.

Knox Administrative Center; Boardroom

Facilitator: Dr. Kimberlee Armstrong

## REPRESENT COMMITTEES WE SERVE

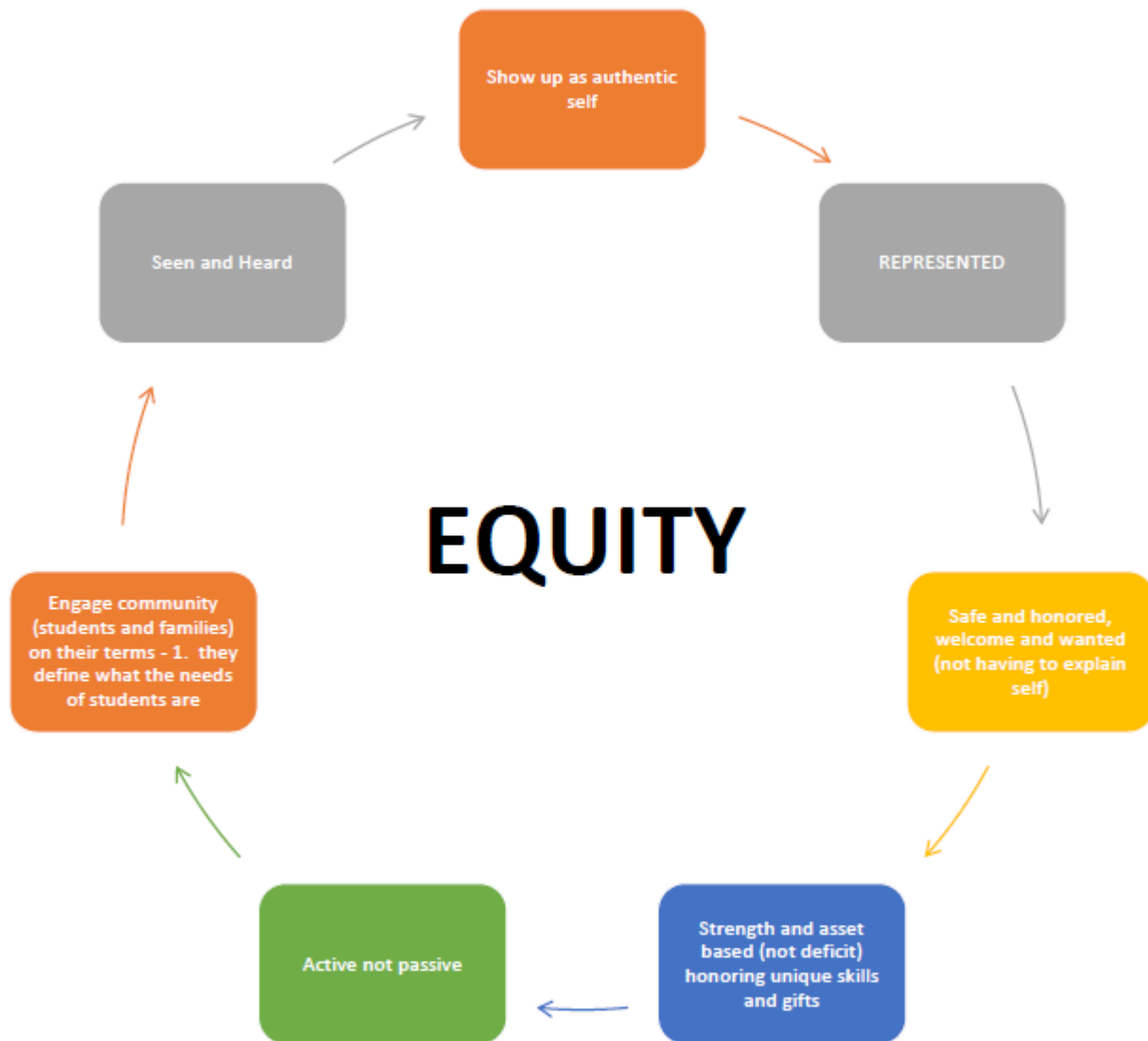
- Active listening and action plans based on what we heard
  - going back
  - our communities will hold us to account
  - deep; authentic; rich; impactful; meaningful



## MISSING

- Logistics and charter
- Keep it fresh and sustainable (membership)
- Communicate our intention and design/sustainable/transparent
- Moving -> Keep a sense of urgency while being representative

- Representative group by staff type/parents/students/families
- Protected classes



## OUR WORK TOGETHER

- Coming together -> time together honored and regular
  - Share
  - Gather stones and understand temperature and climate in our community
- Level playing field (plan talk -> ease vs. disease)
- Building momentum, giving voice, listening and honoring everyone in our community
- PROCESS
- Change OSD by bringing our community voice/themes/experiences to change policy/school system

## #1

- No boundaries
- No limitations
- Allowing student to be their authentic selves/letting kids show up as themselves/ who they are
- Allowing to:
  - affirm and support
  - creating space for

## #2

- Action oriented
- Road map creating for delivering equity policy
- Practicing the process of equity work.
- Developing shared understanding for latitude/legal constraints/legislative opportunities
- Creating/implement an equity policy that => change/is meaningful
- What are the opportunities for accountability leverage/enforcement (e.g. discipline)
- Avoid a “bait and switch” – overpromise/under-deliver

## #3

- Major challenge – we’re talking about equity – but it is/can be a white led process
- Need opportunities to build new tradition
- Can’t/shouldn’t be a “teaching white people” about what equity is

# **Asset Mapping Share Out**

## **What is Community Asset Mapping? - The Laundromat Project**

**Group 1:** Elders in African American community - Barbara and Virgil Clarkson, Hispanic Roundtable, Oly chapter, Pizza klatch, All Native tribes, Diana Torres for Hispanic Roundtable, Porcupine Company, Miguel Pineda,

Remove barriers for participants, incentivize, subsidize, childcare, church groups, restaurants, safe, translation services, sign language, multiple modalities in person or remote. Transportation (city partnership) accommodate work schedules. Khurshida Begum (director of cultural community center)

- Elders in the African American Community Barbara (Education) and Virgil Clarkson (Mayor)
- Hispanic Round Table – Olympia Chapter,
- Bill Fishburn
- Pizza Klatch
- Ensuring that all native tribes in the Nisqually, Squaxin, Chehalis, Cowlitz
- Dianna Torres – Hispanic Round Table
- Porcupine – Miguel Paneda
- Khurshida Begum ASHHO

### **Ideas to increase participation:**

- Remove Barriers for participants, incentivize subsidizing and provide childcare
- Identify churches groups that we engage with
- Local Restaurants to partner
- Assess demographics and locations of listening sessions
- Ensure meeting locations are accessible and safe
- Provide translators and sign language
- Provide a Zoom option, regardless, of multiple modalities – indoors/outdoors
- Partner with the City of Olympia for bus transportation, hold events on bus routes
- Meetings with stakeholders over weekends so we can join them in their space, on their time. Also during the week since not everyone works M-F

### **Action Items:**

Outreach to principals, provide names of families who own businesses within OSD

### **Risks:**

Some citizens are not supportive of this work so we need to ensure team members' safety.

**Group 2:** Consider - How many people are we looking for? Careful of too much representative from one place. Have others in the district been invited?

Other School districts - other teachers of color, women, Anthony B and Antonio B, Domestic Violence Organizations, Tribal leadership and educational and community services, Evergreen, SPSCC, other higher ed/ Trans advocates, ESD 113? law Enforcement, Courts, Probation Services, Drug and alcohol counselors, DCYS, Business Community (chamber of Commerce); youth services around homelessness, food desert, youth in crisis, Native Hawaiian Pacific Islander.

How many people do we want involved? The potential danger of having too many people from one school, just a thought. Have others in the district been invited or has participation been turned down?

Ideas of representatives who should be at the table:

- Other school districts
- Other teachers of color (female)
- Anthony Brock and Antonio
- Domestic Violence organization
- Tribal Leadership
- Tribal Education and Tribal Community Services from Native Nations
- Other tribal representatives from different tribes (Cowlitz, Chehalis, Squaxin, Nisqually)
- Evergreen and South Puget Community College sound are represented. Are there others?
- Trans Advocates
- ESD 113
- SCSCP South Puget
- Police
- Court (Probation Services)
- Drug and Alcohol Counselor
- Division of Children Youth and Family (DCYF)
- Business/Chamber of Commerce
- Community Youth Services
- Homelessness Advocates
- Food Deserts Advocates
- Youth in Crises
- Native Hawaiian and Pacific Islander communities

**Group 3:** Tribal communities (all) Poverty support groups, Safe Place, Par Blossom, Food bank, with disabilities - parent to parent - family advisory group, TC Inclusion, Cielo, (storytelling events), pizza klatch, OlyLove, Deaf Community????,

Anything out needs to be translated and be accessible - safety for those doing the exercise. In case of volatility, make sure people are safe and protected. Little Red School House, Earn a Bike Program

Focus group questions and protocols for student groups - they could run and bring back information.

Tribal Communities- Squaxin tribe Nisqually tribe Chehalis tribe

Office of native education and governors office Powwows

City of — Forestry

Organization that support folks living in poverty Family support center

Safe place Pear blossom

Distribution events Food bank

Domestic violence

Organizations on mental health + food insecurity south sound parent to parent

Old special

education family

advisory group

Cielo

- Storytelling- in the way of community providing feedback

Pizza Klatch Pride

Oly Love

Swap Meet @ Franks Landing, exit 11

Religious Leader-

Leader of

Methodist

Church

Seth

Goldstein

Deaf community?

Are there any?

Thurston County

Inclusion

\*\*make sure to make sure any notice that goes out includes language translation for incarcerated and accessibility for kids.

- Foster Youth
- CYS
- Incarcerated youth

Fairs/Festivals

- Lakefair?
- If we do community events, plan for our own safety... for example, against any volatile groups that may target OSD or out work

Have a kit to give community leaders with information Skating community at Yauger Park

Healthy Kids, Safe Streets group for events

Garfield and Madison Summer Lunch Program + City of Olympia Stay and Play Events

Black Student