

ERAC's 2018-19 Focus: Racial Equity Analysis

October 1, 2018

5:00 pm – 7:00 pm

Present: Concie Pedroza, Zanna Satterwhite, Julie Kang and Keisha Scarlett

1. Making meaning of ERAC's involvement in setting the annual goals of the Superintendent and the School Board in relation to Policy 0030 (see wording on back)
 - Share the work in policy oversight with key focus other committees - Partnership, AAMAC, DiD for 2018-2019. The four key focus policies for implementation planning are:
 - Welcoming Environments
 - Racial Equity Analysis
 - Workforce Equity
 - Professional Development
 - Goal: Fully developed implementation plan for 0030 for 2019-2020

Comments/Concerns

Should ERAC only focus on one area of the policy?

How might ERAC influence all aspects of the policy?

ERAC should engage in oversight of the policy in partnership with other groups.

2. Learning about, and contributing to, the process of the Board Action Reports (BAR)
 - How might ERAC better influence this process?
 - How might we like to engage with BAR (and the Board)? ERAC has an opportunity to influence this process
 - We will review past and/or current BAR
 - Engage in an analysis of what has happened thus far?
 - For 2018-2019, make recommendations to that process to enhance improve the process.
 - Set goals in 2019-2020 around ERACs to support, influence or enhance the BAR process.
 - ERAC might attend board meetings in order to better influence the board's actions

Comments/Concerns

- ERAC needs to learn about the BAR process as a whole

- Deepen our understanding of the Racial Equity Analysis - engage in a case study of reviewing the BAR, the equity analysis process and the decisions made by the board in response to BAR (We will do this in the next ERAC meeting)
 - ERACs role in perhaps engaging potential school board candidate with understanding the racial equity policy; town hall with candidates.
- 3. Undertaking the process to update 0030 to incorporate SB Policy 3240 (Student Behavior and Disciplinary Responses, attached)
- Suggestion to add the language - **in accordance to Policy 3240**
 - *Eliminate the racial predictability and disproportionality in all aspects of education and its administration (e.g., the disproportionate over-application of discipline to students of color, their over-representation in Special Education, and their under-representation in various Advanced Learning programs);*

Comments/Concerns

- Could this cause a mass additions that would alter or overburden the policy - open up a can of worms or rabbit hole **(Next: take this back for further discussion)?**
- The may be a BAR process that will need to be sponsored by the DREA/Strategy and Partnership Division
- Connecting Erin Romanuk about this process
- 4. Undertaking the process to update SB Policy 1810 (Annual Goals and Objectives of the School Board, attached)
 - This wouldn't be argued with and it is not a huge change
 - Help shift a systemic focus on **equity-focused** goals given the lack of focus in the supt evaluation around equity-focused goals

Comments/Concerns

- This is worth the shot...we should move forward with a recommendation and map out the process for this change in language
- The may be a BAR process on the DREA/Strategy and Partnership

5. Implementation plan for Racial Equity Analysis

What is the role of ERAC as a advisory group for the Supt.?

- Hope moving forward in policy implementation to build greater transparency between ERAC (community), Supt (SPS) and the Board
- Thinking of how ERAC could influence decision-making at the board level and focus of the policy and implementation
- ERAC members can be in attendance at RET Saturday institutes as a method of plugging in.

https://seattleschools-my.sharepoint.com/:w:/g/personal/kdscarlett_seattleschools_org/EfTVvk57hHRJnamQ9PRqUIEBXWNWhuo2DG4UdqJi_S9Hrg?e=U6NUGf

