

CEAFMP Advisory Committee

July 17, 2020, 1:00 – 3:00 PM

Meeting held remotely via Zoom

Minutes

Call to Order

1. Bilan Aden called the meeting to order at 1:03PM
2. Roll Call:
 - a. Committee Members Present: Rachel Cassidy, David Conway, Ross Parker, Jessica Zimbabwe, Talonya Gabriel, Sarah Igawa, Jasmin Weaver, Hillary Altmann, Catherine Costello, Vivian van Gelder, Reid Saaris, Ted Kalmus, Christina Pizana
 - b. Board Directors Present: Eden Mack, Eliza Rankin
 - c. Staff Present: Bilan Aden, Jen Lincoln, Becky Asencio, Richard Best, Dr. Concie Pedroza, Ashley Davies, Fred Podesta
3. Minutes from 6/26: Jessica Zimbabwe made a motion to accept the minutes. Vivian van Gelder seconded and the motion passed unanimously.

Regular Agenda Items

1. Director Mack provided updates on CEAFMP and Board dates
 - a. She reminded the Committee that the 7/24 CEAFMP meeting will focus on committee norms and processes.
 - b. She proposed holding two meetings in September.
 - c. She conveyed upcoming Board meeting dates:
 - i. On 8/12 the Board will hold a special meeting regarding school opening this fall.
 - ii. On 8/13 the Operations Committee resumes meetings.
2. Director Rankin described the value and significance of the Committee's work to the Board and the District.
 - a. She reiterated that the Committee's work is driven in part by the Board's calendar.
 - b. She emphasized the intent to focus on Racial Equity in Facilities in a new way.
 - c. She highlighted the desire to shift levy planning from reactive and restrictive (due to time constraints) to more proactive.
 - d. She described the Committee's work as increasing the capacity of the Board and staff.
 - e. Director Rankin reiterated that the Committee will establish processes for bringing issues forward and presenting recommendations to the Board.
 - f. She reminded the Committee that while they aren't a decision-making body, they do provide recommendations that inform Board decisions.
 - g. She assured the Committee that they would start with "givens" such as Education Specifications and how buildings are assessed and move into viewing the information with a view for Racial Equity. She added that their work is about understanding the different impacts different decisions have on different communities.
 - h. She highlighted the upcoming BTA V levy as an example of the Committee's work. She posed questions for approaching the levy planning:
 - i. What should we prioritize in planning for that levy?

- ii. How are we bringing in community in new ways?
 - iii. How can we explore issues more deeply via the expanded capacity of this Committee?
- i. She summarized the core work of the Committee as looking at capacity and enrollment and facilities decisions from a community-based and informed lens grounded in advancing racial equity.

Main Topic – Racial Equity

1. Dr. Concie Pedroza, Chief of Student Support Services, introduced herself and Ashley Davies, Director of Enrollment Planning.
2. Dr. Pedroza emphasized that Racial Equity training is not a “one and done” kind of learning, rather it is a foundation for the ongoing work, and we will return to it throughout the life of the Committee.
3. She referred to upcoming homework about Seattle’s segregated history and its ongoing influence, today.
4. She advised that the Committee be intentional about undoing legacies of racist practices as it establishes its bylaws and how to make decisions.
5. She delivered a presentation, with a PowerPoint deck (which will be distributed to the Committee), covering the topics of Implicit Bias, the unconscious mind and “othering,” defining three forms of racism: individual, institutional, and structural.
6. Dr. Pedroza introduced the Racial Equity Analysis Process:
 - a. Policy 0030 was established 10 years ago. There were challenges to it throughout adoption and application. Now it’s increasingly incorporated into standard process of Board Action Reports, Union Bargaining, and it being institutionalized throughout the District.
 - b. The tool is a set of questions that establishes a clear process for examining issues, initiatives, etc, with a view to impact on racial equity. For example, analyzing if a solution does no harm for the variety of stakeholders and communities impacted and identifying how impacted communities are part of the decision-making process
 - c. She described the six-step process of Racial Equity Analysis.
 - d. She highlighted “Choice Points.”
 - e. She emphasized the need to practice Explicit Equity Mindedness.
7. Clarifying questions from the Committee:
 - a. Rachel Cassidy asked, “Who decides that it passes the Racial Equity Analysis? Who’s the Judge?” Dr. Pedroza acknowledged that it is challenging. She described the ongoing work of training Board Directors, teachers, and staff in Racial Equity. Director Rankin referred to the Racial Equity Toolkit as a prompt to help the Committee to help us ask the questions of ourselves. She suggested that the Committee can use it as a template and adapt the tool to its needs to verify that we’re asking ourselves the right questions. Ms. Davies added that part of the Racial Equity Analysis started with the question “How often are we making decisions for communities that we’re not directly part of?”

Break Out Session1: What questions must we ask ourselves to advance racial equity in CEFMP work?

Answers were recorded in a shared worksheet. Three key highlights emerged:

- Shared interest in attention to data

- Shared desire to continue to work on being open and vulnerable so that the Committee can have the uncomfortable conversations about implicit bias and racial equity.
- Reminder to bring the data back to real life examples of students and families, thus, shining light into the individual points that are not the status quo or dominant culture.

Break Out Session 2: Identify norms for the Committee at the member level.

Answers were recorded in a shared worksheet.

The Committee agreed to reflect on the list. The list will provide a starting place for drafting bylaws and norms at the 7/24 meeting.

Closing

1. Action Items: Dr. Pedroza described the homework she would send.
2. Bilan reminded the Committee of the 7/24 meeting and its focus on norms and processes.

The meeting adjourned at 3:00PM.