The Road to Racial Equity: The Process of Racial Equity Policy Development
LEAD TO
Inspire

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Outcomes

- Practical, tactical steps that you can implement
- Enhancing, expanding your equity lens
Our Norms
Angelica’s Story

Why?

What?

How?
Racial Equity Convenings
Puget Sound Educational Service District
WSSDA

Four Racial Equity Convenings: 2 years

652 individuals

31 School Districts

87 Non-Profits, universities, cities, Government agencies
What does it take?
Trust

- Capacity to serve in the relationship
- Integrity
- Benevolent intent
Speak Your Truth
Commitment
Courage
Engage the Willing
What does a Board need to do?
Establish the Why!

- Look to data

- What stories emerge?
Take a look, what do you see?
Where to look for disparities?

- Special Education
- Discipline
- Access to rigorous coursework
- Attendance
- Graduation
- 9th grade course failures
You must

• Have high expectations for all students

• Hold them accountable

• Provide the support that they need to reach those expectations
Engage

• Give students and their families a voice

• Listen to students and their parents

• Establish a respectful partnership with families
Are you prepared for this work?
Develop a shared understanding of the dynamics of racial equity.
Resources

*Diversity, Equity and Inclusion* (Caprice Hollins and Ilsa Govan)
*Courageous Conversations* (Glenn Singleton)
*Race Matters* (Cornel West)
*Whistling Vivaldi* (Claude Steele)
*Despite the Best Intentions: How Racial Inequality Thrives in Good Schools* (A. Lewis & J. Diamond)
*The New Jim Crow: Mass Incarceration in the Age of Colorblindness* (Michelle Alexander)
*Other People's Children* (Lisa Delpit)
*Critical Race Theory* (Richard Delgado & Jean Stefancic)
*White Privilege: Unpacking the Invisible Knapsack*

In this practice, your team looks at your capacity to grow awareness of biases and assumptions that are detrimental to a school's culture.

You will consider your ability to support intellectual and personal work across the school community to build knowledge, commitment, and skill to address equity issues.
Courageous Conversations About Race

The First Condition: establish a racial context that is personal, local, and immediate.
## Manifestations of IRO | IRS

<table>
<thead>
<tr>
<th>Manifestations</th>
<th>Internalized Racist Superiority</th>
<th>Internalized Racist Oppression</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-Concept/Image</td>
<td>Normal, Standard, Good Perfectionism, Savior, Hyper responsible</td>
<td>Not normal, Not enough Invisible, Hyper visible</td>
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<tr>
<td>Within One’s Own Racial Group</td>
<td>Individualism, Club Membership, Distance from the bad Whites</td>
<td>Are you one of us? Colorism</td>
</tr>
<tr>
<td>Between Racial Groups</td>
<td>Deficit model-Bigotry, Poke Holes, Absolution</td>
<td>Oppression Olympics</td>
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<tr>
<td>In White Institutions</td>
<td>Entitlement, Zero sum thinking – We’ll lose</td>
<td>Competition, Stand out, Sabotage - Divide (between and among PoC groups) and conquer</td>
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</tbody>
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Who do you engage with?

- Internal and external stakeholders
- Reach out to ensure under-represented voices are heard
- Student Voice
How does the board ensure the policy is implemented?
Enacting Racial Equity Policy

**Action Steps**
- Formally adopt policy
- Develop procedures
- Incorporate with your strategic plan
- Allocate resources to implement procedures
- Develop a plan and schedule to monitor progress of implementation

**What we’ve learned:**
- Communicate to stakeholders, *very clearly this is a big deal!*
- Be prepared for pushback from some sectors
- Be tenacious, go the distance!
This work is never finished.
We can do this! Thank you for attending our session.