

# SPS & SEA BLT Process

## *Racial Equity Analysis*



# *Racial Equity* at Seattle Public Schools

To provide access, opportunities and resources for every child by recognizing and eliminating historical barriers and the predictability of success based on race, background and circumstance.

# 2018-2019 SEA Collective Bargaining Agreement

SEA Contract language

Article II, page 19:

***d. The BLT/PLT will use the SPS Racial Equity Analysis Tool when developing the proposed CSIP, budget, and professional development plan.***



# Racial Equity Analysis Process

- ▶ **Normalize** - Adopt racial equity as a key value
- ▶ **Operationalize** - via new policies, institutional and leadership practices
- ▶ **Organize** - internally and in partnership with families, community stakeholders and other institutions.

*Emphasis is on operationalizing and organizing to advance racial equity across all functions and institutional hierarchy.*



## ENSURING EDUCATIONAL AND RACIAL EQUITY

School Board Policy #0030

### 8 Commitments to the success of every student in each of our schools:



#### Equitable Access

The district shall provide every student with equitable access to a high quality curriculum, support, facilities and other educational resources, even when this means differentiating resource allocation.



#### Racial Equity Analysis

The district shall review existing policies, programs, professional development and procedures to ensure the promotion of racial equity, and all applicable new policies, programs and procedures will be developed using a racial equity analysis tool.



#### Workforce Equity

The district shall actively work to have the teacher and administrator workforce be balanced and reflect the diversity of the student body. The district shall recruit, employ, support and retain a workforce that includes racial, gender, and linguistic diversity, as well as culturally competent administrative, instructional and support personnel.



#### Professional Development

The district shall provide professional development to strengthen employees' knowledge and skills for eliminating opportunity gaps and other disparities in achievement.



#### Welcoming School Environments

The district shall ensure that each school creates a welcoming culture and inclusive environment that reflects and supports the diversity of the district's student population, their families and community.



#### Partnerships

The district will include other partners who have demonstrated culturally specific expertise - including families, government agencies, institutes of higher learning, early childhood education organizations, community-based organizations, businesses, and the community in general - in meeting our high goals for educational outcomes.



#### Multiple Pathways to Success

The district shall provide multiple pathways to success in order to meet the needs of the diverse student body, and shall actively encourage, support and expect high academic achievement for all students.

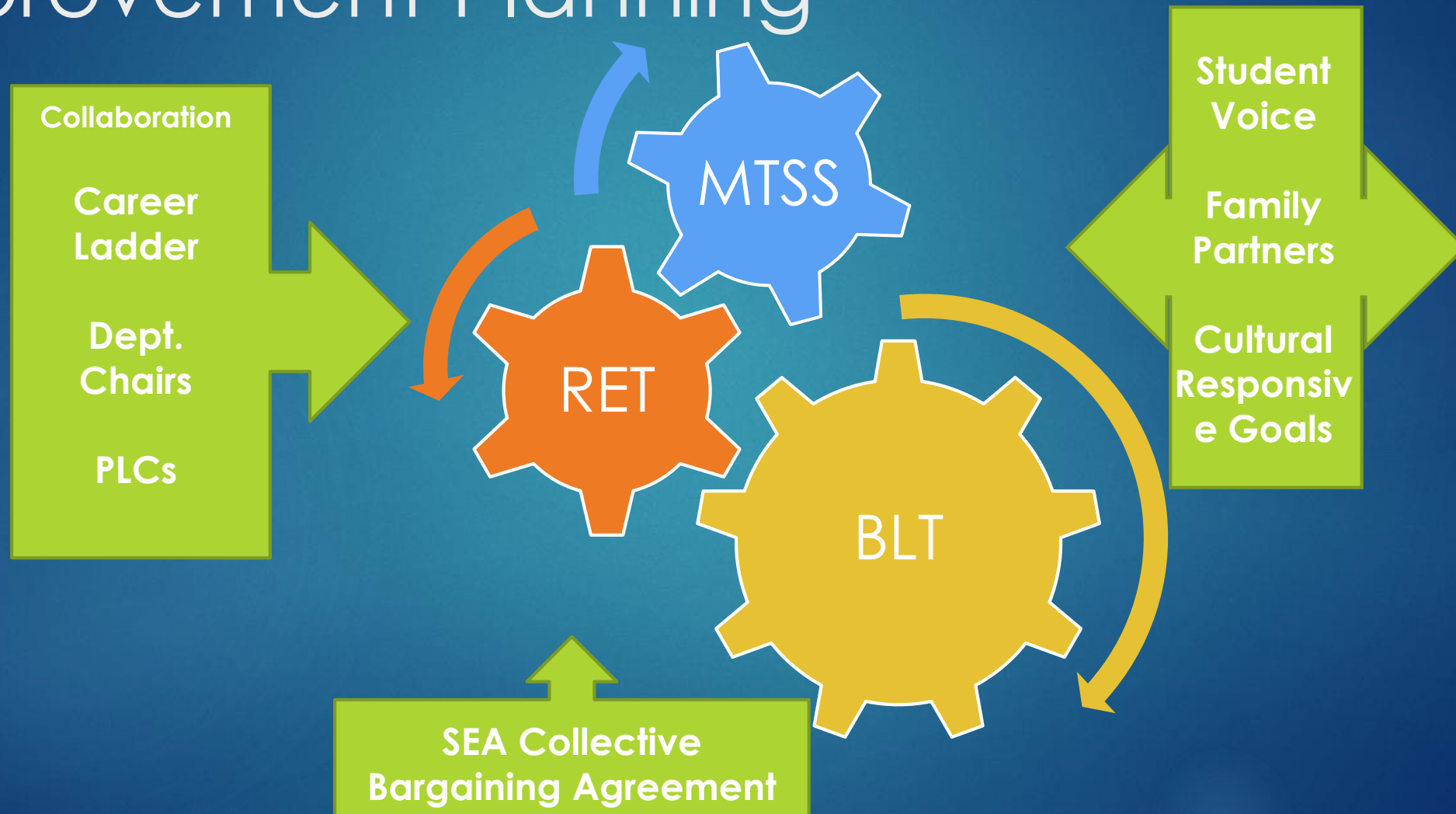


#### Recognizing Diversity

Consistent with state regulations and district policy and within budgetary considerations, the district shall provide materials and assessments that reflect the diversity of students and staff, and which are geared towards the understanding and appreciation of culture, class, language, ethnicity and other differences that contribute to the uniqueness of each student and staff member.

Seattle Public Schools is committed to knowing every student by story, strength and need. Students whose history and heritage are appreciated and celebrated will learn better and be more successful.

# BLT Alignment with School Improvement Planning



# What is a Racial Equity Analysis?

The **Racial Equity Analysis** lays out a clear process and a set of questions to guide the development, implementation and evaluation of significant policies, initiatives, professional development, programs, instructional practices and budget issues to address the impacts on racial equity.

**Step by step.** The Racial Equity Analysis is made up of six steps from beginning to completion:

**Step 1. Set Outcomes.**

Leadership communicates key community outcomes for racial equity to guide analysis.

**Step 2. Involve Stakeholders + Analyze Data.**

Gather information from community and staff on how the issue benefits or burdens the community in terms of racial equity.

**Step 3. Determine Benefit and/or Burden.**

Analyze issue for impacts and alignment with racial equity outcomes.

**Step 4. Advance Opportunity or Minimize Harm.**

Develop strategies to create greater racial equity or minimize unintended consequences.

**Step 5. Evaluate. Raise Racial Awareness. Be Accountable.**

Track impacts on communities of color overtime. Continue to communicate with and involve stakeholders. Document unresolved issues.

**Step 6. Report Back.**

Share information learned from analysis and unresolved issue with Department Leadership and Change Team.



# Choice Points

- ▶ Choice points are decision-making opportunities that influence outcomes.
- ▶ The cumulative impacts of many small choices can be as significant as the impacts of big decisions.
- ▶ When we're conscious of choice points and the related impacts, we're less likely to replicate implicit bias and the status quo, and we open new possibilities for equitable change.







## What Is Implicit Bias?

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**im•plic•it bi•as** /im `plisit `bīəs/ : The attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. Activated involuntarily, without awareness or intentional control. Can be either positive or negative. Everyone is susceptible.

*The Kirwan Institute, 2016*

# Role of the Unconscious Mind

The human brain processes 11 million bytes of information per second.

- Consciously aware of any 40 of these, at best.
- Only 2% of emotional cognition is available to us consciously.
- Messages can be framed to speak to our unconscious.

The process of **OTHERING** occurs in our unconscious network: this can lead to racial, ethnic, or religious bias.





# Mitigating Implicit Bias Videos



# Institutionalizing Racial Equity

Implicit Bias	Explicit Equity
Unaware of choice points	Builds in decision-making guides that evoke consideration of equity
Exclusive of stakeholders	Fosters active engagement and empowerment of stakeholders
Not attentive to race, gender, income and other inequities	Gives distinct, specific and sufficient attention to key disparities/inequities
Ignores barriers to access	Supports and implements strategies to remove barriers
Does not consider racial impacts	Systematically analyzes potential impacts on disadvantaged groups



# Racial Equity Analysis Questions Samples

- ▶ Who are the racial/ethnic groups affected by this decision/recommendation; and what are the potential impacts on these groups? Who benefits?
- ▶ Does this decision/recommendation ignore or worsen existing disparities or produce other unintended consequences?
- ▶ How have you intentionally involved stakeholders who are also members of the impacted communities by this decision/recommendation? Can you validate your assessment?
- ▶ What are the barriers to more equitable outcomes (e.g. mandated, political, emotional, financial, programmatic or managerial)?
- ▶ How will you mitigate the negative impacts and address the barriers identified above?

# BLT Conversation & Considerations



- ▶ How we review the Racial Equity Analysis protocol within BLT timeline?
- ▶ Who on the BLT can support the process and work with staff?
- ▶ What is our communication plan to support our community during the budget process?
- ▶ How will we know we have achieved racial equity analysis?

# Examples of School Based: Racial Equity Analysis

## BLT Role

CSIP & Data  
Analysis

Budget

Professional  
Development  
Planning

## Hiring Process

Screening  
Processes

Equity  
Questions

Deliberation of  
Candidates

## Instruction

Classroom  
observations

Discipline  
Choice Points

Evaluation &  
Supports