

RACE AND SOCIAL JUSTICE

1. Immigration Reform

- Support:
 - Federal reform that is fair to families
 - Residency to make it legal to work in the U.S.
 - Immigrants through citizenship classes and education
 - Immigrants through the elimination of racial profiling
 - The Dream Act
- Increase bilingual teachers in Seattle Public Schools
- Ensure the availability of interpreters for families

2. Education Disparity

- What would help address and eliminate disparities in education?
 - Deal with “schools within schools” – AP and Honors vs. Special Ed.
 - Ensure equitable distribution of resources across district schools
 - Ensure equitable discipline within schools
 - Revise school curriculum and teach an inclusive history
 - Ground teachers and schools in an anti –racist analysis

3. Criminal Justice

- Decrease criminalizing and increase prevention programs, alternative sentencing, alternative rehabilitation, and treatment
- Allow youth second and third chances
- Train people administering criminal justice in anti-racism and cultural competency

4. Youth Opportunities

- Increased opportunities for:
 - Jobs, internships, apprenticeships, and employment
 - Youth to be involved in national and local service programs
- Actively engage youth in the development of programs, services, and curriculum, trusting what they tell us they need
- There must be equity in school resources that provide opportunities for youth (e.g. after-school programs, PTSA's, etc.)

5. Institutional Racism

- Clearly articulate racial justice as a value of the City
- Review and change laws, policies, practices that support institutional racism (e.g. hiring practices, gentrification, etc.). Actively engage community groups in eliminating Institutionalized Racism
- Incorporate a racial equity analysis into *all* areas (e.g. education, health, criminal justice, etc.)
- Actively work to eliminate racial disproportionality (e.g. people of color are underrepresented in colleges yet over represented in prisons)
- Support a policy of “no tolerance for discrimination”

STRONG NEIGHBORHOODS

1. Family Support/Access

- Ensure a broad, inclusive package of support service that are made available and accessible to all community members (including people with disabilities)
- It is essential that there are programs that help parents with basic parenting skills

2. Community Involvement and Collaboration

- Community involvement includes collaboration among public and private community organizations, including libraries, parks, arts, queer spaces, community centers, after school programs, school facilities, and cultural spaces
- To increase community involvement and collaboration, it will be important to:
 - Expand/utilize infrastructure of social organizations (libraries, parks, etc.)
 - Financially support physical infrastructure
 - Ensure that physical infrastructure is open & accessible to all

3. Affordable Housing

- Address the serious need for affordable housing citywide (both ownership and rental)
- Regulate rental housing

4. Basic Needs

- Food
- Shelter
- Healthy, safe neighborhoods
- Access to out-of-school activities

5. Jobs/Training

- Increase availability and access to livable wage jobs
- Provide skills training for all who need/want it (provided by both public and private entities)
- Increase the availability of jobs and trainings for teens

YOUTH DEVELOPMENT

1. Out of School Time Programs

- Coordinate service providers to build capacity and leverage resources
- Ensure accessibility and equity in after school programs
- After school programs should:
 - Take into account geographic , linguistic, and cultural needs and relevancy
 - Be driven by youth interest and direction
 - Be high quality—a road to empowerment and academic success
 - Focus on learning rather than childcare
 - Provide tutoring
 - Help prepare youth for college with help on homework, SATs, and ACTs
 - Connect to families
 - Provide opportunities for civic engagement
 - Provide new experiences for children and youth
 - Include summer programming

2. Jobs/Training

- It is important that there are increased job opportunities for youth that do not conflict with school
- Involve local businesses in providing these opportunities
- Connect jobs and training opportunities with youth's personal passions
- Ensure that job/training opportunities do not focus only on college readiness, but also on trades

3. Funding and Resources for Services and Programs

- Utilize result focused funding—base funding and resources on goals, outcomes, and assessment
- Agencies, government programs, etc. should work collaboratively and share resources

- There is a serious need for stable sources of funding

4. Family Involvement

- Address the cultural and language barriers parents face to being involved
- Educate parents about youth development
- Support parents in advocating for their children in school
- Support parents as their children transition from 8th grade to high school

5. Youth Voice and Involvement

- Support and increase the availability of programs that help youth have a voice, involvement, and leadership in the decisions that affect them
- Support programs in which youth have ownership of the development and implementation
- Figure out what youth are thinking by creating spaces/opportunities for them to speak
- Provide more opportunities for civic engagement

6. Mentoring

- Increase the opportunities for youth to have mentors
- Mentor relationships should be long-term, with non-authority figures
- In addition to adult-youth relationships, provide peer mentoring and mentoring between older youth and younger youth.

HEALTH

1. Mental Health

- There is a need for:
 - Education and prevention
 - Screening & identification
 - Access to counseling and individual services
 - The availability of activities that promote mental health
 - The provision of services for youth and adults
- Services should be accessible through multiple portals, including school-based health centers

2. Access

- Youth and families need access to: transportation, insurance, health education, early intervention, outreach/services for vulnerable populations, school-based health, holistic services, and a database of resources

3. Dental Care

- Kids and families need access to dental health prevention and screening
- It is important for parents to know the serious impacts of dental health on overall health

4. Cultural Competency

- Cultural Competency must be used to determine what services are offered and how services are delivered

NEIGHBORHOOD SAFETY

1. Safe Communities

- Define what “safe” means to Seattle residents
- An important component of safe communities is clean communities

- Support/implement CPTED (Crime Prevention Through Environmental Design)

2. Safe Schools

- SPS needs more funding to increase school safety
- There is a need for superior security in schools
- There should be no tolerance for bullying in schools

3. Family Support

- Encourage parent involvement with their children
- Help equip families to raise children well
- Help families overcome language barriers
- Increase family events in the region

4. Police Accountability

- There is a need for:
 - Greater transparency
 - More information regarding opportunities for citizen involvement with the police department
 - More translation services

5. Gangs

- There is a need for:
 - The provision of alternatives to gang activity & involvement
 - Violence intervention for gang members
 - The elimination of “gang contracts” in schools and prisons
 - Graffiti clean-up

EDUCATION

1. Early Learning

- Provide programs that are high quality, affordable, and accessible to all
- *Require* early education for all children—define basic education to include early learning
- Available for free or subsidized
- Provide training/education for parents to understand the importance, value, and benefits of early learning
- Increase the availability of and access to bilingual early learning programs
- Ensure that early learning programs are culturally competent

2. Teacher Quality

- Key elements of high quality teachers include:
 - Cultural competence
 - Well trained (with regular professional development)
- SPS needs more:
 - Diverse teachers (particularly teachers of color)
 - Bilingual teachers
- To ensure high quality teachers, we should eliminate teacher tenure and implement performance based retention of teachers. Students should be involved in the evaluation of teachers
- It is not only important to attract high quality teachers, it is also important to retain these teachers

3. Cultural Competency

- Teachers, staff, community members, etc. must receive information about different cultures in order to understand and acknowledge the cultures of *all* students
- Train school board members, school leadership, and teachers in anti-racism

- Provide bilingual education for all students

4. Equity

- Bring all students to the same level of success
- Ensure equitable:
 - Allocation of funding and resources across schools
 - Access to information
 - Distribution of programs (including learning support and out of school)
 - Availability of advanced courses
 - Distribution of quality schools

5. Family Support

- There is a need for:
 - A holistic approach that encompasses all types of support
 - Support to be adjusted based on the diverse cultures and needs of families
- Teach parents how to navigate the school system
- Provide family support workers at schools
- Recognize and address language barriers parents face, ensuring support for ESL families

6. Curriculum

- This new generation needs a new, relevant curriculum
- Curriculum should address and accommodate multiple learning styles, provide more enrichment options, and have more experiential learning opportunities
- Curriculum should be inclusive and culturally relevant to all communities
- Curriculum should be anti-racist
- Incorporate higher standards and rigorous curriculum district-wide
- Decrease busy work, increase learning
- Increase the availability of elective classes (e.g. art, music, foreign languages, etc.)
- Exempt alternative schools from curriculum alignment

7. Academic Support

- Increase the availability of:
 - Before, during, and after school tutoring and academic support
 - Classroom support
 - Home visits
 - Study halls
 - One-on-one support
 - Early intervention
 - Support targeted at ESL and immigrant students

8. Collaboration

- Authentic collaboration should be between: schools, communities, public and private institutions, and families. These groups should share resources and streamline services.
- Federal, State, County, and City government need to work collaboratively to provide a continuum of services

9. Bilingual Education

- There is a need for more:
 - Bilingual teachers
 - Secondary Bilingual Orientation Centers in Seattle Public Schools
 - Bilingual transitional schools/programs

10. Funding/Resources

- To use resources appropriately, we need to evaluate how funds are used, identify what is working, and fund accordingly
- There must be an equitable distribution of funds and resources
- Leverage resources through collaboration
- Funding needs to be sustainable

11. Family/Community Involvement

- Create bridges for collaboration between schools and communities
- Form partnerships
- Teach parents how to be involved
- Provide opportunities for *all* families to be engaged
- Provide bilingual support for engagement
- Look from a cultural perspective and incorporate involvement accordingly

12. School-Based Health

- School-based health centers should:
 - Be a portal to the entire health care system, providing referrals to community resources and data
 - Provide holistic healthcare
 - Include an emphasis on nutrition
 - Reduce risk behavior through early intervention