



Immigrant and Refugee Commission

Race and Social Justice and the Seattle School District

June 4, 2013



RACE AND SOCIAL JUSTICE
COMMUNITY ROUNDTABLE

Workshop on Achieving Racial Equity in School Discipline

June 1, 2013

Goal for the Day

- Develop shared strategies and a unified agenda to eliminate racial inequity in school discipline.

..... A call to action

Who is working work to eliminate racial inequity in school discipline?

- Race and Social Justice Community Roundtable – Disproportionality in Discipline Committee
- Equity and Race Advisory Committee
- Positive Climate and Discipline Advisory Committee
- Department of Education audit
- School Board “Ensuring Educational and Racial Equity” policy
- PLUS, many others – Garfield PTSA, League of Education Voters, and more



RACE AND SOCIAL JUSTICE
COMMUNITY ROUNDTABLE

Thank you to event co-sponsors!

Race and Social Justice Community Roundtable – *working to eliminate race-based disparities in our community and promote race and social justice across Seattle institutions.*

Roundtable Membership

Arab American Community
Coalition

Center for East African Community
Affairs

Childcare Resources

City of Seattle

El Centro De La Raza

Horn of Africa

King County

Minority Executive Director's
Coalition

Seattle King County NAACP

Nonprofit Assistance Center

OneAmerica

People's Institute NW

Pride Foundation

Puget Sound Educational Service
District

Seattle City Council

Seattle Education Association

Seattle Housing Authority

Seattle Indian Health Board

Seattle Public Schools



Roundtable Membership

Seattle University, Center for the Study of Justice in Society

Senior Services

Social Justice Fund

Solid Ground

United Indians of All Tribes

United Way of King County

WA Community Action Network

YMCA

Youth Undoing Institutional Racism

YWCA

Additional co-sponsors

League of Education Voters

Southeast Seattle Education Coalition

Seattle Young People's Project



We are building on the discussion at previous workshops

I believe we can eliminate racial inequity in education within:

A 2 years

B 5 years

C 10 years

D 20 years

E Never





To eliminate racial inequity in education, it is most important that we:

- A Develop a common agenda with a shared vision and agreed upon actions**
- B Agree on a measurement system that will track and report on our progress
- C Align, support and coordinate mutually reinforcing activities
- D Expand communication






Strategic partnerships to better align strategies would be best supported by:

- A Convening quarterly sessions like this
- B Expanding Race and Social Justice Roundtable committees
- C Supporting already existing efforts
- D All of the above**



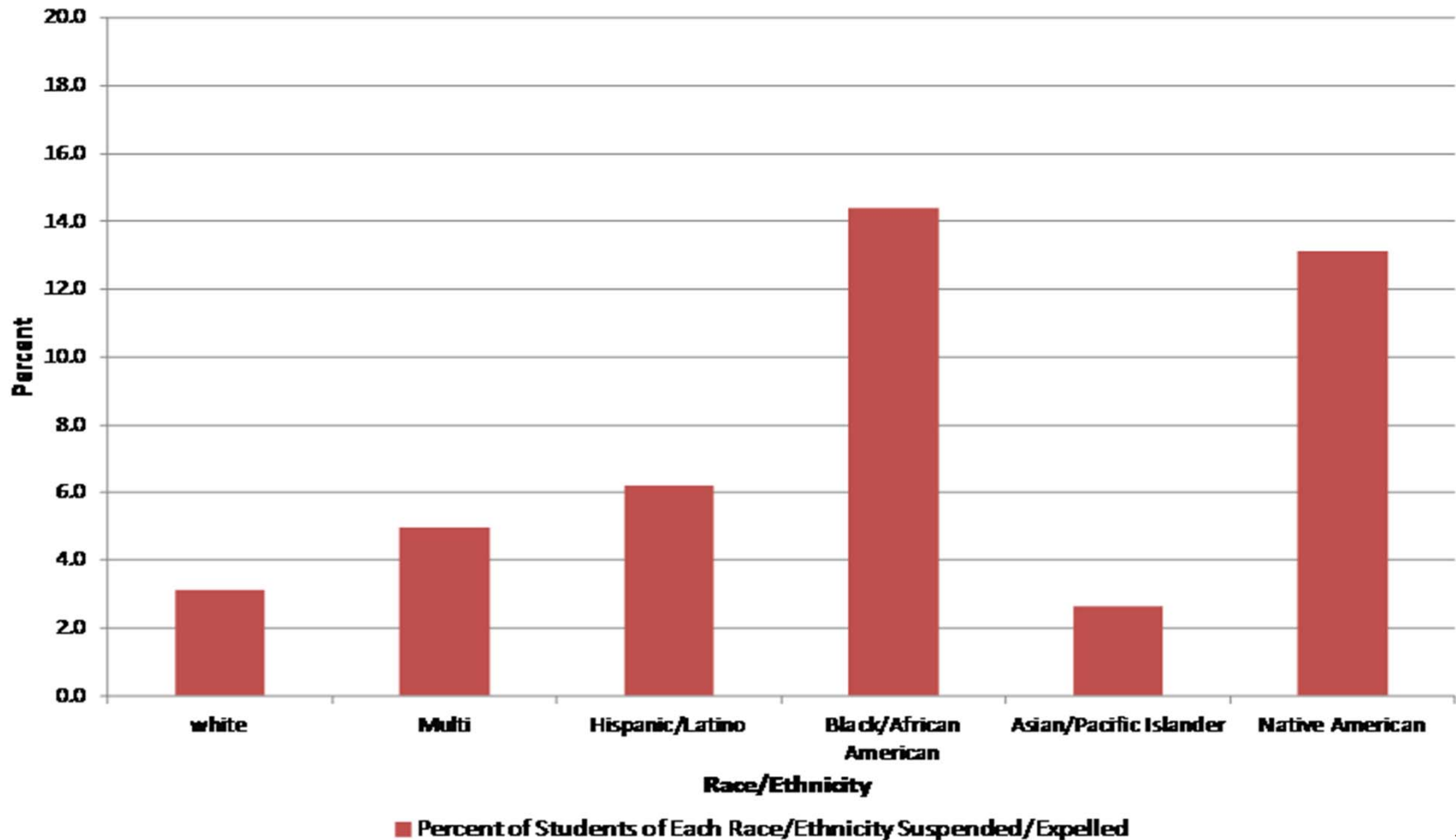


Quarterly strategy workshops to achieve racial equity in education are a good idea:

- A Strongly agree – should definitely occur in 2013** 
- B Agree
- C Neutral
- D Disagree
- E Strongly disagree – not so sure it is a good use of our time

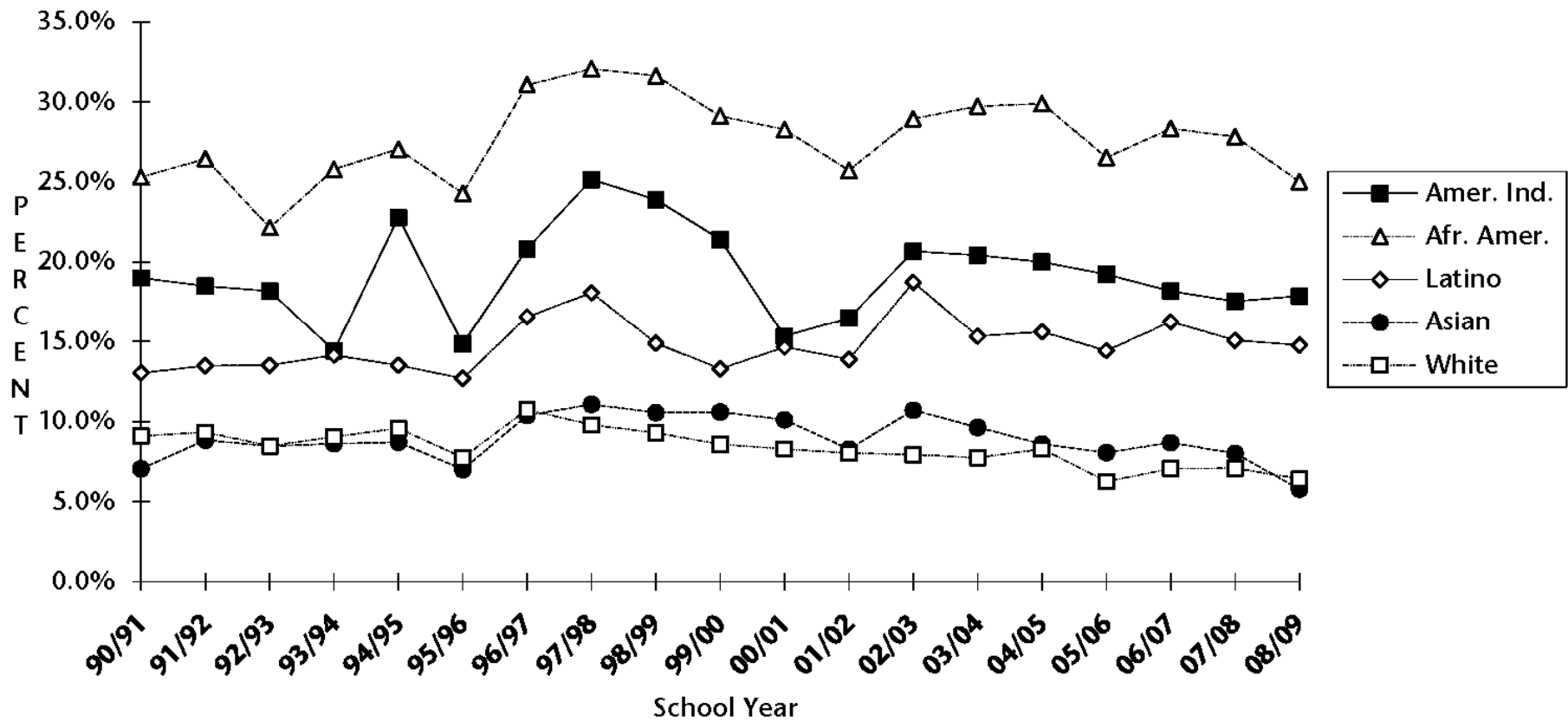
Seattle Public Schools Percent of Students of each Race Suspended or Expelled – 2011 / 2012

Figure 1. Percent of Students of each Race/Ethnicity Suspended/Expelled in 2011/2012 School Year



Seattle Public Schools Student Discipline Trend Data by Ethnic Group Short Term Suspensions

Percent of Short-Term Suspensions by Ethnic Group
All Middle School Students/Grades 6-8
1990-1991 to 2008-2009





Data limitations

- Not collected consistently across schools, making comparisons difficult
- No data collected for less formal discipline



Breakout groups

1. Dramatically curtail out-of-school suspensions by changing policies
2. Strengthen teacher classroom leadership and create positive classrooms and school cultures and climates
3. Hire, support and retain qualified teachers of color
4. Develop and implement professional development and build the capacity within the District to eliminate racial inequity
5. Promote a state-wide legislative agenda



Breakout groups goals:

- Share current data and actions underway
- Discuss actions, including any questions about or refinements to existing actions, and assess the need for any additional actions
- Discuss a timeline and roles and responsibilities for implementation of actions
- Come to agreement on the actions, roles and responsibilities and timeline for implementation



What's next?

- Join one of the group working groups (see handout)
- Make sure you signed in – you'll receive information on the Call to Action
- Endorse the Call to Action
- Implementation!



School district draft strategic plan

- **Three goals:**
 - 1) Ensure education excellence and equity for every student
 - 2) Improve systems district-wide to support academic outcomes
 - 3) Strengthen school, family and community engagement
- **RSJI recommendations for improvement:**
 - All metrics should be disaggregated by race; specific goals must be set for eliminating racial disproportionality
 - More specific strategies for eliminating disproportionality in discipline
 - Racial equity teams and plans at each school



For more information:
www.seattle.gov/RSJI

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