

MAC Retreat 2018 - Summary

Retreat Date/Time:

Location:

Attendees:

The day started with introductions that included an invitation to share a personal story of how the Race and Pedagogy Conference impacted you personally.

An activity about “isms” was led and part of what was shared was what behaviors are examples of addressing inequity and “isms”.

Before lunch we did an activity discovering what goals/actions MAC would be doing in an ideal world. Below is a summary of commitments:

--Advocate for a systemic effort to dismantle institutionalized racism – point it out, discover, unpack, change it:

- Hold district accountable for achieving their equity goals and advancing this work.
- Change qualifications for hiring to include skills & experience working with and encouraging diversity.
- Revise and implement recruitment and hiring practices that will lead to a diverse teaching staff/explore opportunities to support recruitment & retention of teachers of color.
- Meet with HR director to talk about plans to diversify the teaching/administrative staff.
- Advocate for a full-time multicultural resource person at each school, starting with the high school.
- Add to teachers’ professional objectives—require teachers have time and get paid to share examples of ways they are adding equity to the required objectives, or equity objectives they intend to meet.
- Allocate all resources through a social justice lens.
- Meet with school board over food to establish relationship of trust.

During and after lunch we looked at commitments we have made (Culture Celebration at Woodward in May, F Kitamoto Award, Teacher Grants, students at local youth rally/human rights conferences, school community potluck, Salon Nights...) and added initiatives we agreed were important. It was clear the group wants to support the growth of our community/raise community consciousness around race in each of these activities as a way to respond to and support the efforts of the district to make systemic change. Strong support was evident for initiating ways to provide direct support for students of color and their families.

- Continue/expand Salon Nights
- Bring Robin DiAngelo to Bainbridge.
- Parent Programming: present a workshop/session on white fragility.
- Find ways to engage families – add something from MAC to each PTO newsletter.
- Publicize assemblies (and the MLK essays and Kitamoto award winners) in the greater community as a celebration of diversity.