

# Notes from Human Rights and Equity Meeting

*Wednesday, December 4, 2019*

**In Snohomish School District, we seek to create a more connected and inclusively safe culture for all.**

## **Student Voice**

The culture of connectedness and safety we wish to create will center students in conversations about race and culture. As students are experiencing racial injustice both directly and indirectly, listening to students and empowering students to initiate conversations and action is critical. To this end:

1. Survey our students about their current racial experiences.
2. Initiate "Bystander Training" in order to educate and empower all students in creating a culture of inclusivity.

## **Family Voice**

A culture of connectedness, inclusivity and safety for our students means providing equal access for ALL families.

1. In order to include families in their children's education experience and help them feel connected to the school community, without placing the translation burden on the student, all school communication will be in the family's home language. For example, conferences, report cards, emergency information, etc.
2. Initiate a family-outreach specialist and a community network of peers, so that all families are able to navigate the school system (e.g. conferences, school events, discipline, curriculum, grading systems, etc.) with fluidity of access.

## **Staff**

Current school culture among staff and students generally avoids direct conversations about race and racism for fear of missteps and "doing the wrong thing". Therefore, we need an ongoing and targeted program of professional development to support these initiatives.