

SNOQUALMIE VALLEY SCHOOL DISTRICT

RACIAL EQUITY CONSULTANTS, LLC

Racial Equity Consultants LLC aspires to create a world in which each and every human being is seen and valued for who they are and the talents, brilliance and beauty they contribute to the healing of our communities.

Racial Equity Consultants offers coaching, mentoring, and consulting in community with organizations, companies, government agencies, and social justice leaders to transform beliefs and assumptions, behaviors, strategies, and organizational structures. Through tailored presentations, we provide pathways that will shift internal culture and impact external relationships.

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As Snoqualmie Valley School District strives to be involved in discussions, trainings and activities to support their growing awareness in the areas of attitudes, cultural norms and institutional practices as they relate to racial bias, Racial Equity Consultants LLC (REC) can guide the organization with a lens toward anti-racism. Because we know that vibrant, creative, resourceful communities are the result of creating racially equitable structures, REC is uniquely positioned to advance anti-racism within Snoqualmie Valley School District.

Racial Equity Consultants LLC recognizes that sustainable Racial Equity requires building an organization's internal capacity first before developing an organization-wide action plan for creating Racial Justice with community. Building capacity involves training, developing leaders and creating a supportive infrastructure. Our facilitation is designed to develop racial awareness while learning to build honest, trusting, equitable relationships between individuals within an organization.

REC facilitates racial equity teams and designs curriculum with a focus on fostering relationships, increasing knowledge and developing institutional capacity. As social justice educators experienced in culturally responsive/anti-racist practices, we facilitate cross-racial conversations centered in community experience with targeted attention on impacts and needs. We are skilled in guiding conversations and activities focused on institutional racism, historical oppression, community impacts, intersectionality, power, white dominant culture, implicit bias, micro-aggressions, and more. We have facilitated discussions with elementary and high schools, corporations, social services agencies, arts organizations, community colleges, legal organizations, and government agencies.

REC APPROACH

We are a cross-racial team that operates from a lens of racial justice to support individuals, community and organizations in building their capacity to challenge internal and external systems of oppression in order to create transformational, systemic and sustainable change. We focus on anti-oppression, equity models rather than diversity approaches, understanding that power and privilege mirror the intertwining dynamics of racism and oppression. We are experienced in curriculum design, training, facilitating conversations, developing racial equity leaders, and steering organizations toward becoming anti-racist.

We begin with an anti-oppression framework vital to developing an in-depth analysis of how racism, sexism, homophobia, transphobia and xenophobia became institutionalized and imbedded in dominant culture. This framework helps to highlight the institutional privileges and systemic inequities imbedded in the current socio-political conditions that influence and affect our institutions. Through our cross-racial lens, we purposefully and strategically confront the internalized and institutionalized power of race and racism.

REC understands and teaches that while we are not to blame for the current inequities that people of color face, we are responsible for changing the disproportionate social and institutional outcomes of the world in which we live. If we interrogate and transform the institutional policies and practices that continue to exclude and marginalize people of color and we vigilantly unpack and dismantle the system of racism, we will create an institutional culture in which every Snoqualmie Valley School District staff member and community member thrives.

RACIAL EQUITY CONSULTANTS

Marlon Brown | mrbrown@racialequityconsultants.com



Marlon Brown is a black man with 10 years of Equity and Social Justice experience, specializing in leadership coaching, change agent mentoring, and organizational development with an emphasis on facilitation, training, racial caucusing, policy development and implementation. Marlon has created and advised equity committees/teams and developed anti-racist curriculum. Marlon also has over 20 years of professional experience working in healthcare, automotive and government organizations as an Information Technology Project Manager. Marlon is skilled in developing lasting relationships with staff and leadership, unionized and at-will workforces.

Fran Partridge | fepartridge@racialequityconsultants.com



Fran Partridge is a white woman with 20 years of racial equity experience, specifically in instructional leadership, educational practices and educational policy change. Most of Fran's work has been within the educational system, as a teacher, instructional coach and mentor, as well as an equity and race relations specialist. She has facilitated over 300 professional development sessions focused on historical and systemic racism, implicit bias, racial identity, micro-aggressions and culturally responsive instruction. Fran is co-founder of Racial Equity Consultants LLC and has experience co-developing strategic planning for racial equity work; analyzing data, developing assessment tools, providing guidance, and designing and facilitating high quality culturally responsive professional development based on adult learning principles. She holds a Master's Degree in Educational Policy and Administration (M.Ed.).

SCOPE OF WORK

In collaboration with Snoqualmie Valley School District, REC will support processes that articulate, affirm, and operationalize the organization's commitment to racial justice. We will also provide tools to the leadership ensuring the organization's culture is anti-racist, equitable and inclusive; developing and applying a racial equity lens to programmatic work, while engaging everyone in the organization. Specifically, REC will:

- Increase Administrator capacity and anti-racist leadership by building awareness, knowledge, skill and advocacy.
- Continue to build capacity with the Snoqualmie Valley School District Stakeholder Group
- Engage the Snoqualmie Valley School District DEI Stakeholder group in the development of a Snoqualmie Valley School District anti-racism policy and a racial equity tool; incorporating strategies and actions for District transformation.

Training

Through research-based, adult learning techniques, we create meaningful experiences for leaders and stakeholders that explore history, systemic oppression and personal awareness. Training increases awareness, knowledge and skill in an effort to move towards positive cross-cultural communication, which challenges and changes institutional racial inequities. Learning to talk about race and racism constructively within the organization will give leadership and stakeholders tools and practices for consistently interrupting and counteracting institutional racism and racial bias.

REC recognizes that sustainable racial equity is most successful when organizational members drive the change process. To ensure Snoqualmie Valley School District's internal and external culture are anti-racist, equitable and inclusive, REC will support the building of internal capacity. Building this capacity involves widespread training, developing leaders and creating supportive infrastructure. Through training, leadership and stakeholders develop awareness of their role in challenging institutional racism and addressing white privilege. Leaders and stakeholders also learn to interrupt normative practices and reimagine their work and institution in a way that produces equitable outcomes, facilitating sustainable change within the institution and shifting the organization's culture.

REC stands on four key elements to accomplish this work:

1. Awareness – expanding an understanding of our own biases, assumptions and racialized behaviors.
2. Knowledge – Developing knowledge of institutional racism, historical oppression and the experiences of marginalized groups.
3. Skills – building capacity to engage in cross-cultural communication and the ability to interrupt white supremacy.
4. Advocacy – elevating the voices and concerns of traditionally marginalized communities.

We recognize that organizations are most effective in challenging historical oppression when they promote courageous leadership, intentional commitment to racial equity, and authentic engagement with the community.

Our training approach rests on the foundational understanding that:

- Race impacts opportunity,
- The current racialized outcomes are not our fault, but they are our responsibility,
- Deep racial inequities persist due to historical institutional and systemic practices still at play,
- Increasing awareness of oneself and the environment is a strategy for change,
- Impact and outcome hold a greater significance than intent,
- Well intentioned people often unknowingly and unintentionally contribute to racialized outcomes and oppressive practices,
- Shaming and blaming are not effective tools for building equity,
- It is necessary and important to experience discomfort in order to advance learning,
- Challenging racism and white privilege is everyone's work,
- There are no quick fixes. It takes sustained effort to change institutional and systemic outcomes.

CURRICULUM DEVELOPMENT

As Snoqualmie Valley School District strives to integrate an organization-wide understanding of the intersections of race, class, power, and privilege, REC will develop a powerful curriculum that will sustain the mission.

We will work to design curriculum that:

- Incorporates adult learning principles
- Actively elevates the voices of historically marginalized groups
- Unpacks implicit biases, assumptions and racialized behaviors

- Provides knowledge of institutional racism, historical oppression and the experiences of marginalized groups
- Builds skill and capacity in engaging in cross-cultural communication and the ability to interrupt white supremacy
- Advances concerns of traditionally marginalized communities, and
- Disrupts “normative” culture

CAPACITY BUILDING FOR LEADERSHIP

Racial Equity Consultants recommends leadership:

- Engage in professional development, building capacity to become anti-racist
- Understand, prioritize and value Racial Equity at Snoqualmie Valley School District
- Develop agreements with members defining the scope of work
- Set a culture of valuing and prioritizing Racial Equity at Snoqualmie Valley School District
- Provide plenty of opportunities and space for facilitated conversations about racial equity.
- Schedule time to collaboratively build strategies, tools and processes with the Stakeholder Group to incorporate racial equity into decision making
- Reflect on racial equity in policies and procedures
- Intentionally elevate the leadership of BIPOC

CAPACITY BUILDING FOR STAKEHOLDER GROUP

As strong leaders and advocates who always keep the spotlight on racial equity, this Group would eventually develop and apply a racial equity lens to organizational and programmatic work. Building the capacity of the Stakeholder Group is crucial, as the consistent development of intentionally anti-racist policies and practices are paramount to organizational transformation.

- 1) Schedule capacity building team meetings with Racial Equity Consultants two hours/month for 12 months.
- 2) Develop and propose an Anti-Racist Policy and Action Plan
- 3) Continue to advise leadership and advise Snoqualmie Valley School District in process of becoming anti-racist.

Racial Equity Consultants bring extensive expertise and experience in developing systems of support for Stakeholder Groups:

- Developing capacity for racial equity/anti-racist work
- Providing guidance, resources, modeling, and support to the Stakeholder Group
- Mentoring and coaching individuals within the Stakeholder Group

- Solving problems and conflict management
- Facilitating the creation of potential anti-racist policy, goals and strategies and a racial equity tool
- Analyzing policies and practices within the organization

COMMUNITY ENGAGEMENT

Community engagement is a major component of ensuring racial equity in any organization. Community has a crucial role in driving organizational transformation. Creating genuine partnerships with communities of color is critical in providing feedback in the implementation, and evaluation of Snoqualmie Valley School District programming. Becoming consistently transparent with communities of color, as the organization transforms will build personal and institutional capacity, steering the organization, as it strives to fulfill external commitments to understanding and working toward racial equity.

Racial Equity Consultants will help Snoqualmie Valley School District demonstrate their commitment to community, by analyzing the impacts of their external policies, practices and outcomes. Through a racial equity tool, Snoqualmie Valley School District will be able to:

1. Define the racially equitable outcomes related to policies and programs.
2. Identify the specific communities of color who are potentially affected by policies and programs.
3. Research specific information about the program and community conditions and determine if decisions will create racial equity.
4. Collect information about the community conditions that might contribute to racial inequity generally.
5. Determine the factors that may produce and perpetuate racial inequity in a proposal/decision.
6. Name potential benefits or unintended consequences of a policy, decision, initiative or proposal.
7. Name what the policy, decision, initiative, or proposal would look like if this ensured educational and racial equity for the community.

REFERENCES

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