

HOOKS GLOBAL™

Education | Development | Transformation

Snohomish School District Board Workshop

MEET YOUR FACILITATORS



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THE LAND WE ARE ON

We acknowledge the original inhabitants of this place, the Snohomish people and their successors the Tulalip Tribes, who since time immemorial have taken care of, hunted, fished and gathered on these lands. We respect their sovereignty, their right to self-determination, and we honor their sacred spiritual connection with the land and water.

IN RELATIONSHIP WE...

- **Choose for yourself when and how to participate**
- **Share the Air – Why am I talking/Not talking**
- **Speak for yourself – Use I statements**
- **Listen deeply and respectfully**
- **Experience discomfort and stay engaged**
- **Accept and expect non-closure**
- **No Fixing**
- **Maintain confidentiality**

LEARNING INTENTIONS

- **Understanding our individual and collective “Why” for supporting racial equity in your roles as Board members and leaders;**
- **Begin building team cohesion;**
- **Review the Racial Equity & Inclusion Plan for Snohomish School District.**

ICEBREAKER

- 1. What is your superpower and how do you use it in your role as a Board Member and as leaders?**
- 2. Who or how does your superpower compliment your colleagues' superpowers?**

CULTURAL SHARING

- 1. How do you racially and ethnically identify?
(ex. White, Norwegian American, Black, African American, etc.)**
- 2. Share the meaning of your name and what you know about how you got it.**
- 3. What are some of the early messages you got from your family and community about racial differences during your formative years of 0-12 years?**

STARTING WITH WHY



GOLDEN CIRCLE STARTING WITH WHY

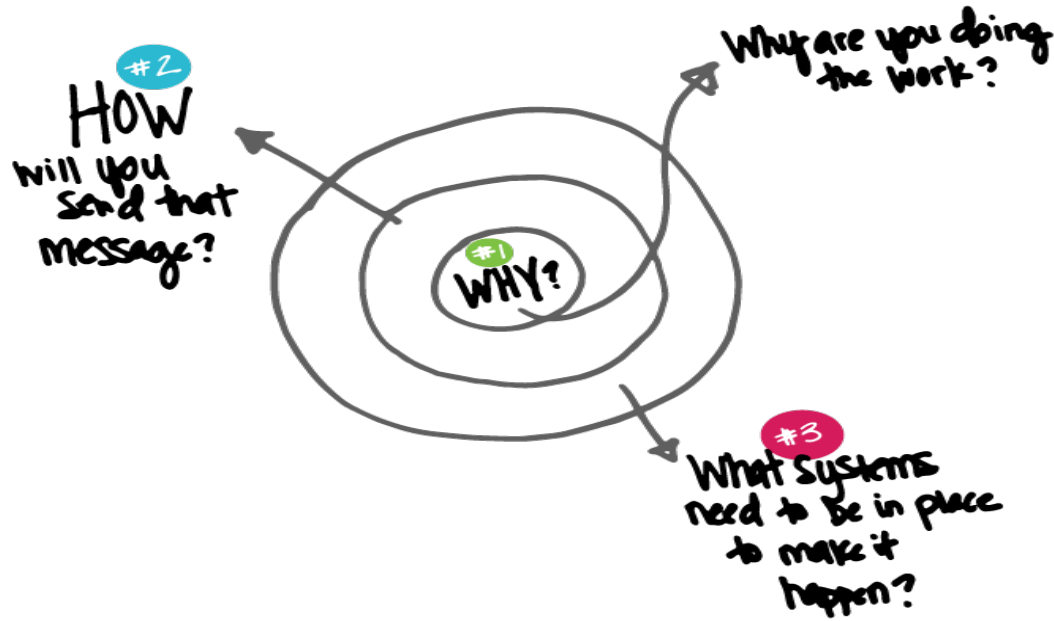




TABLE TALK

What is your personal why?

SNOHOMISH SD 2020-21

1. Research	Interview(s) with key stakeholders
	Develop DEI Survey & Collect Data (district staff and community members) *consultation rate
	DEI Consultation and/or Facilitation for both internal and community groups or committees
	Interpret and analyze Data/Develop a Report with Key Findings and Recommendations *consultation rate
2. Centering Racial Equity	DEI Professional Development Workshops on Power, Race, Oppression & Privilege (P.R.O.P.) / Culturally Responsive Best Practices <ul style="list-style-type: none">• The Board• Leadership Teams• Principals• Teachers• Central Office Leaders

SNOHOMISH SD 2020-21

DRAFT PROPOSAL

Phase 1: Superintendent's Cabinet & Board

Phase 2: Principals & Central Office Leaders

Phase 3: Educators (Teachers & Staff)

Phase 4: Family & Community

Purpose	Lead with Equity & Policy Development	Communicate strategy and implement tools/strategies	Equity Literacy Awareness & Practice	Co-creation of improved educational processes and outcomes.
Dates and Location	TBD based on District's Availability	TBD based on District's Availability	TBD based on District's Availability	TBD based on District's Availability
Objectives	<ul style="list-style-type: none">• Build capacity to lead with Racial Equity.• Support equity policy development.• Identify & eliminate policies that result in racial racial disproportionality.• Strategic alignment of system through equity-focused partnerships, common goals, outcomes, and indicators.• Utilize data to optimize connections between systems to advance equitable processes and outcomes.	<ul style="list-style-type: none">• Develop and/or implement racial equity tools.• Engage Principals & Central Office Leaders as key leverage points in organizational change, specifically, we need them to<ul style="list-style-type: none">• a) embrace racial equity as a core part of their own work• b) become role models for their staff and galvanize resources to build and implement action plans• c) foster culture of inclusion.• Create/Support Equity Steering Committee.	<ul style="list-style-type: none">• Develop Equity Literate educators that are proficient in not only cultural knowledge, but also possess knowledge and skills to ensure and advocate for equity,• Equity Literacy Institutes (workshops, equity coaching, and other services).• Develop School-based Equity Teams.	<ul style="list-style-type: none">• Expand Community & Family support and engagement opportunities and connections.• Develop process for integration of Family Engagement policies and practices into district's equity vision and policy.• Foster relationships with community-based organizations.