



Racial Equity At Pathfinder Third Annual Report

May 24, 2023

By Pathfinder's Family-Based Racial Equity Committee

Call to Action

“The beauty of anti-racism is that you don’t have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it’s the only way forward.”

–Ijeoma Oluo

Land and Labor Acknowledgements

We would like to acknowledge the people whose land we are gathered on today. Present day West Seattle is located on the land of the Duwamish, who made their home here and along these waters.

Further, we respectfully acknowledge the enslaved people, primarily of African descent, who provided the exploited labor on which this country was built, with little or no recognition. Today, we are indebted to their labor and the labor of many Black and Brown bodies that continue to work in the shadows for our collective benefit.

Racial Equity Committee

REC is an all-volunteer, family-based committee.

- REC's mission is to create a self-sustaining, anti-racist culture at Pathfinder.
- REC's vision is that one day a committee like REC will no longer be needed because a commitment to anti-racism and racial equity will be comprehensively integrated and constantly refreshed in the institutions and relationships that make up the Pathfinder community.
- This Questionnaire, which will be administered each year, is the road map and foundation of our work. It is a reflection of the experience of PF families.

Outline of Presentation

- 2023 Questionnaire Overview
- Results of Questionnaire
- Priorities for Future Action

Racial Equity Questionnaire 2023

- Different environment for 2023
 - No restrictions (Covid-19 related)
 - New Vice-Principal Ms. Want

Questionnaire Goals

- Goals of Questionnaire:
 - Current results in comparison to previous year
 - Understand the racial equity needs of community
 - Deepen community engagement with racial equity issues
 - Provide information to school systems about community priorities for future action
 - Create a roadmap for REC
 - Present the data exactly as it was reported by the PF families

Numbers: 2022 to 2023

n = 117
families

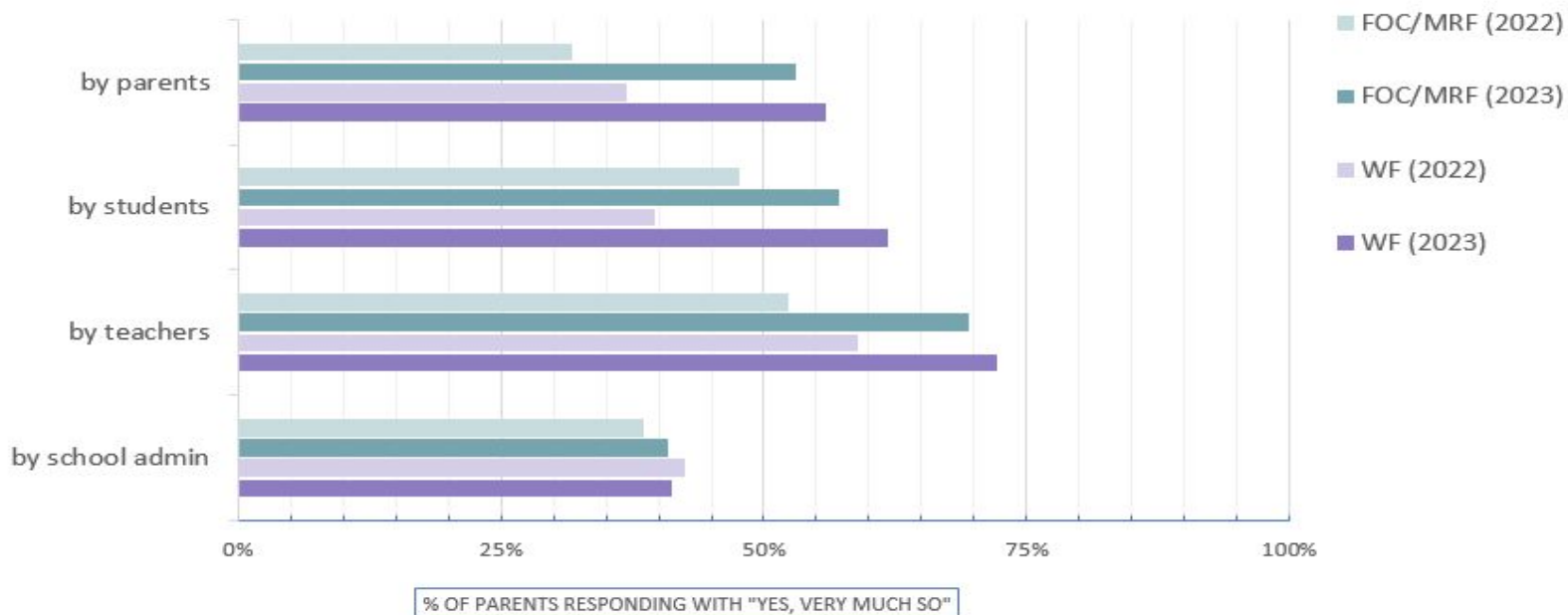
FOC/MRF
n = 49

WF
n = 68

- Total # of respondents remained the same
- WF decreased and FOC/MRF increased by 5 each
- Percentages are growing closer compared to prior year:
 - FOC/MRF – 42% (38%)
 - WF – 58% (62%)

A. Feel Welcomed

Snapshot: Feel Welcomed

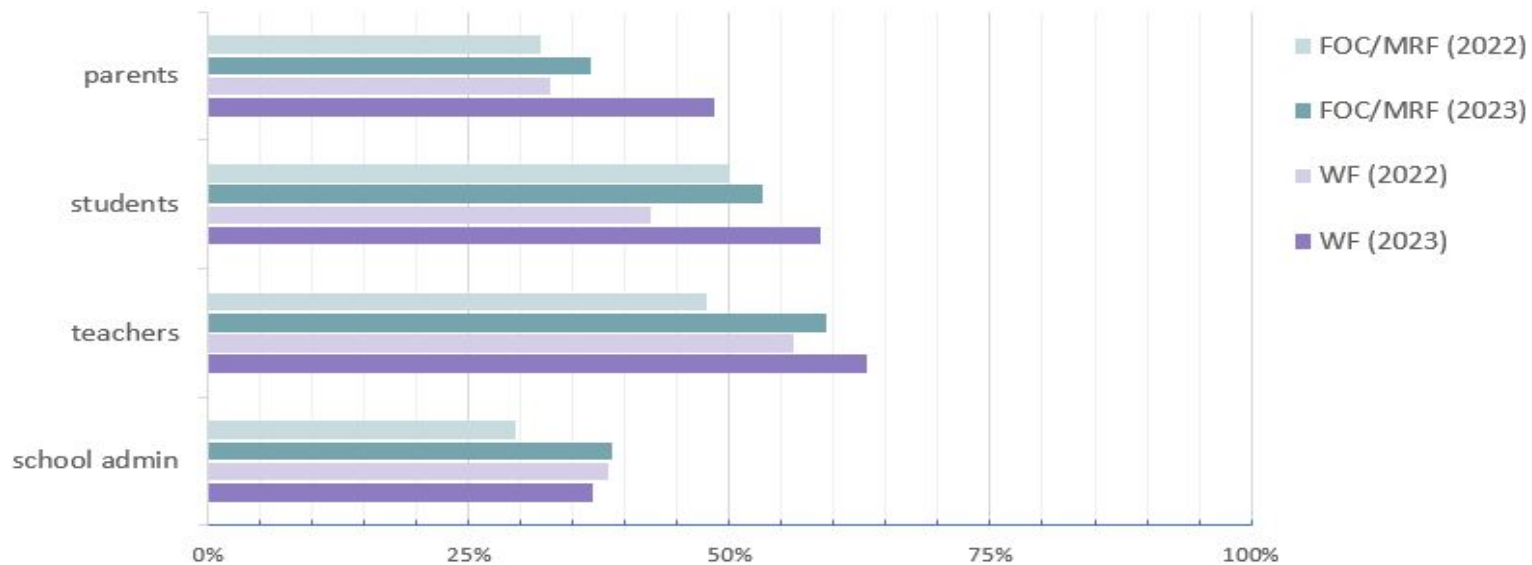


A. Feel Welcomed

- **OVERALL: "Very Welcome" increased:**
 - 12% avg. increase for FOC/MRF.
 - 13% avg. increase for WF.
- **CHANGES IN A SINGLE CATEGORY:**
 - Largest Drop: 1.3% decrease for WF with Admins.
 - Largest Increase: 22.1% increase for WF with Students.
- **GAP BETWEEN WF AND FOC/MRF:**
 - 2% avg. gap in 2022 (WF+).*
 - 2.7% avg. gap in 2023 (WF+).
- **LARGEST RELATIVE GAP CHANGE:**
 - Feeling "very welcome" by students.
 - 22% gap increase 2023 (WF+).
 - 10% gap increase 2023 (FOC/MRF+).

B. Feel Belonging

Snapshot: Feel Belonging with...



% OF PARENTS RESPONDING WITH "YES, VERY MUCH SO"

B. Feel Belonging

- **OVERALL: “Much Belonging” increased across categories**

- 7% avg. increase for FOC/MRF.
- 9% avg. increase for WF.

- **CHANGES IN A SINGLE CATEGORY:**

- Largest Drop: 1.6% decrease for WF with Admins.
- Largest Increase: 16% increase for WF with Students.

- **GAP BETWEEN WF AND FOC/MRF:**

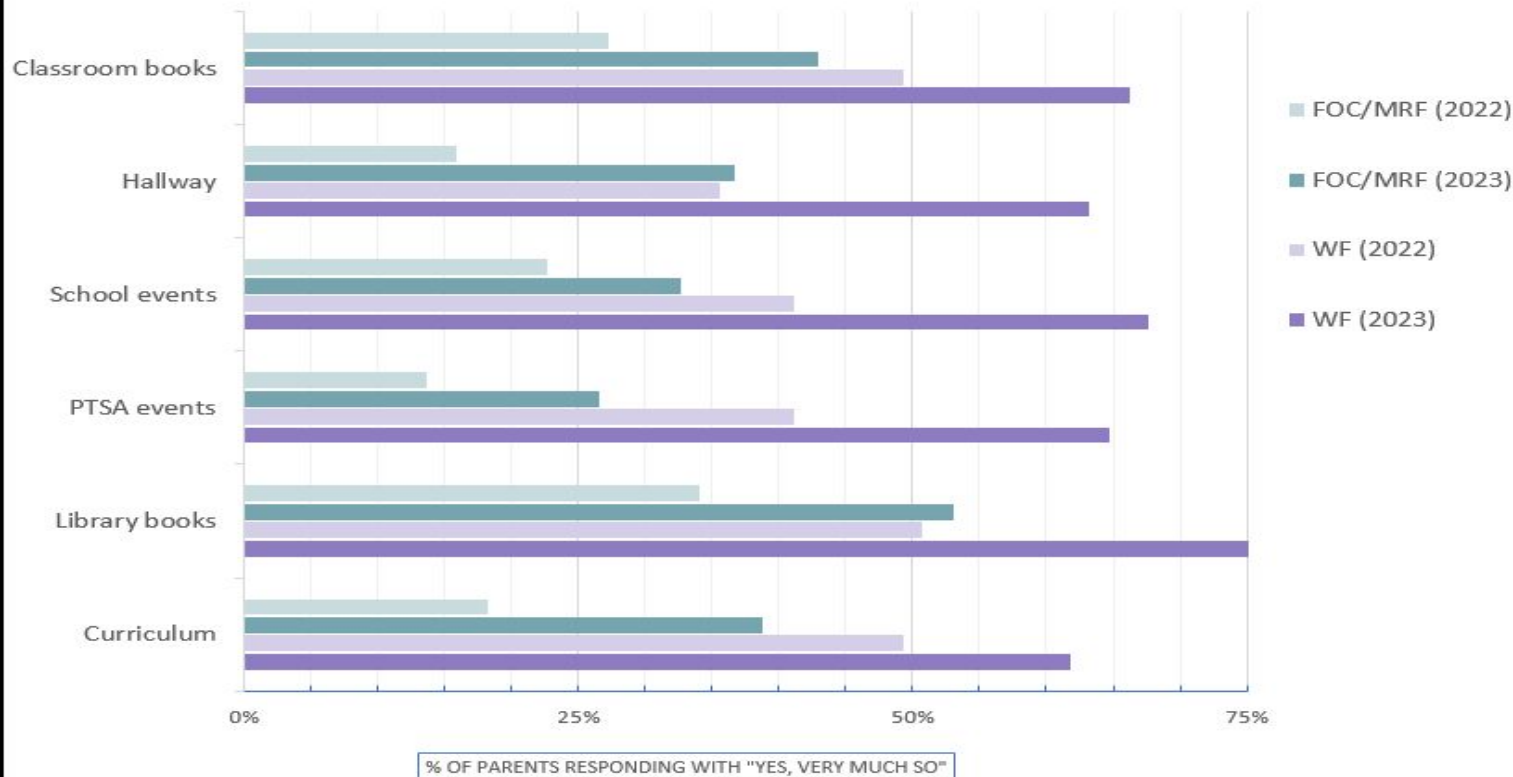
- 3% avg. gap in 2022.
- 5% avg. gap in 2023.*

- **LARGEST RELATIVE GAP CHANGE:**

- Feeling “much belonging” with parents.
- 1% gap in 2022 (WF+)
- 12% gap in 2023 (WF+)

C. Feel Represented

Snapshot: Feel Represented



C. Feeling Represented

- **OVERALL: “Very Represented” responses increased across all categories.**

- **16% avg. increase for FOC/MRF.***
- 22% avg. increase for WF.

- **CHANGES IN A SINGLE CATEGORY:**

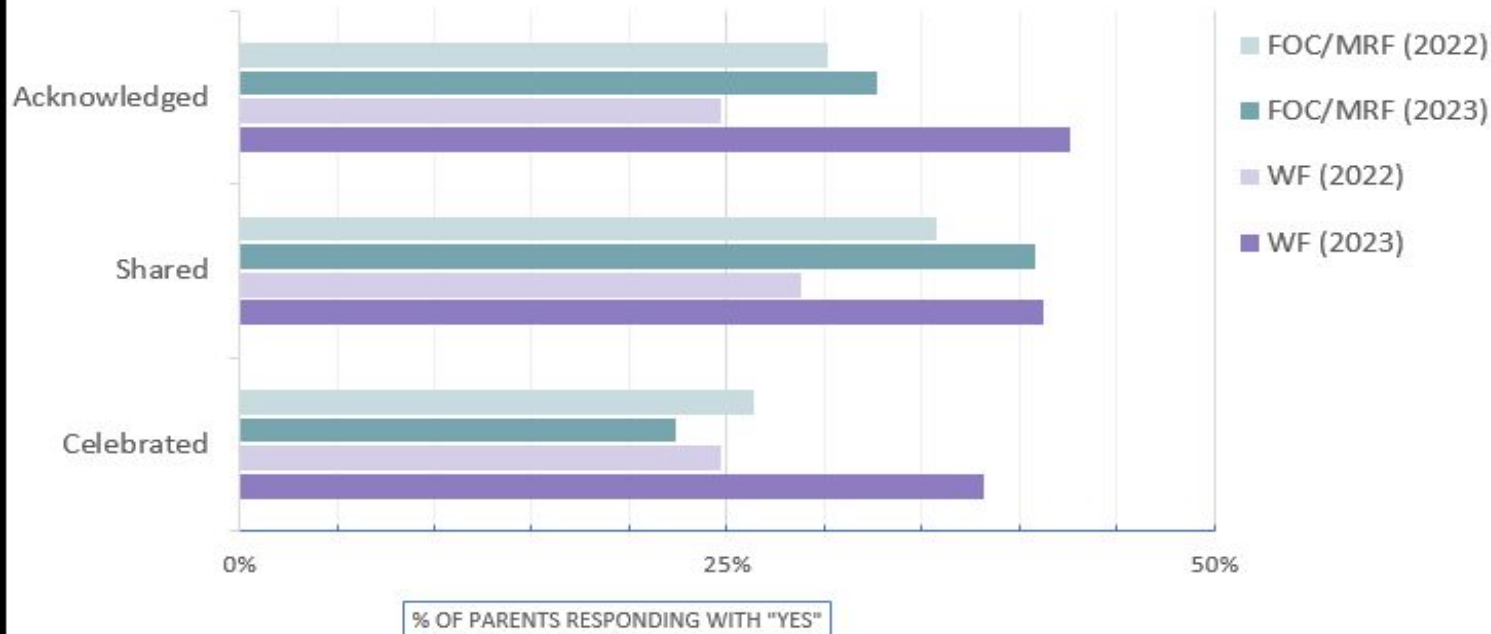
- Largest Gain for FOC: 21% increase for FOC/MRF with Hallway.
- Largest Gain for WF: 28% increase for WF with Hallway.

- **GAP BETWEEN WF AND FOC/MRF:**

- 35% in School events.
- 38% in PTSA events.

D. Opportunities for Cultural Identity

Snapshot: Cultural Identity was...

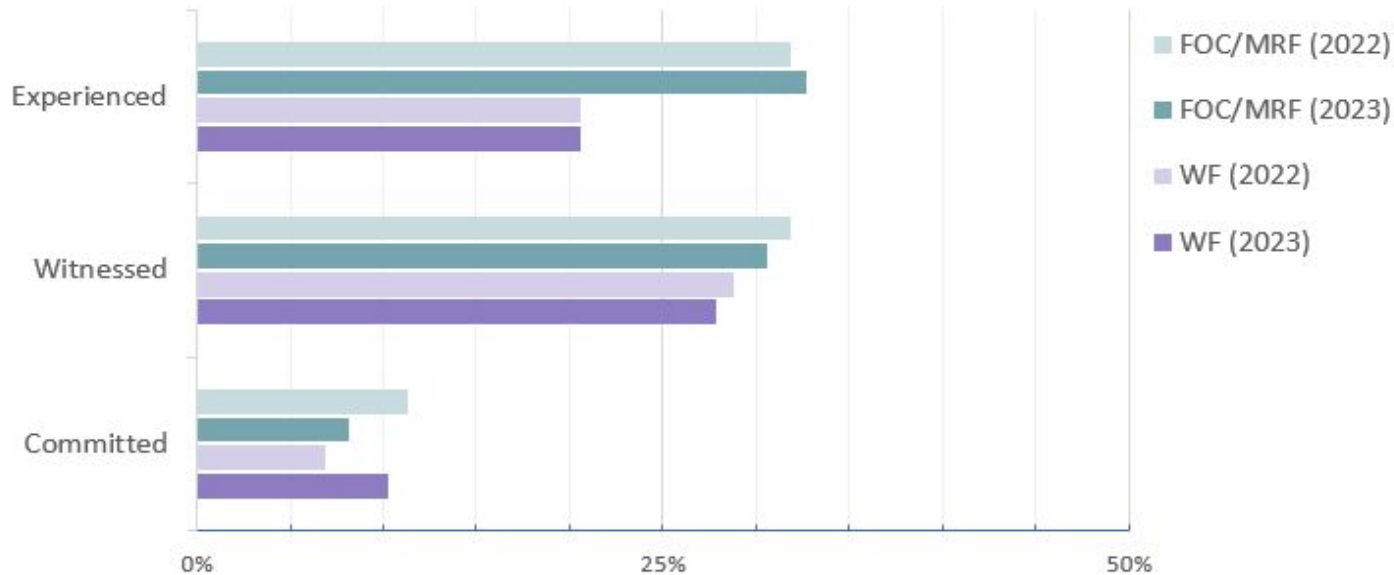


D. Opportunities for Cultural Identity

- **CHANGES IN A SINGLE CATEGORY: responses increased across categories.**
 - **4% decrease for FOC/MRF with cultural identity Celebrated.**
 - 18% increase for WF with cultural identity Acknowledged.
- **GAP BETWEEN WF AND FOC/MRF:**
 - Increased across all but 1 category.
 - 5% avg. gap in 2022 (FOC/MRF+).
 - 8% avg. gap in 2023 (FOC/MRF+).

E. Microaggressions

Snapshot: Microaggression was...



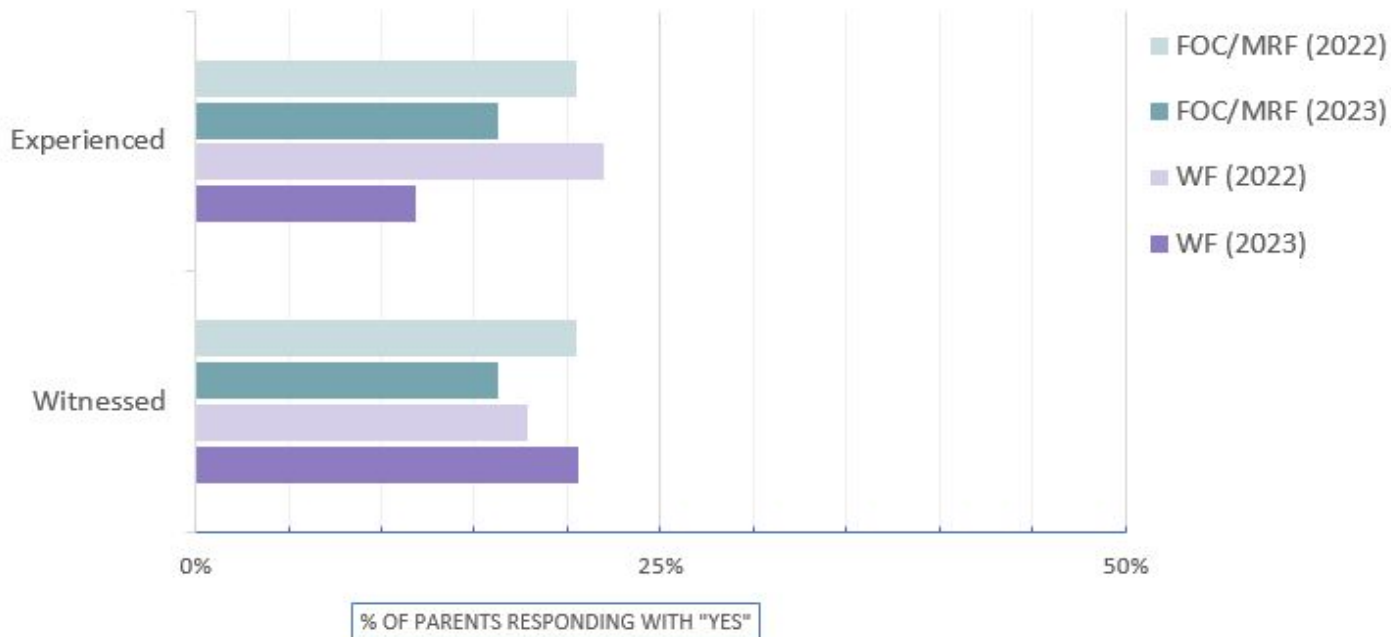
% OF PARENTS RESPONDING WITH "YES"

E. Microaggressions

- **OVERALL: FOC/MRF experienced more microaggressions, but witnessed and committed less microaggressions; WF experienced the same, witnessed less, and committed more microaggressions.**
 - 1% increase for FOC/MRF on experienced.
 - 3% increase for WF on committed.
- **CHANGES IN A SINGLE CATEGORY:**
 - Largest Gain: 1% increase FOC/MRF with Experienced.
 - Largest Drop: 1.2% decrease for FOC/MRF with Witnessed.
- **GAP BETWEEN WF AND FOC/MRF:**
 - Decreased for experienced and witnessed, increased for committed.
 - 6% avg. gap in 2022 (FOC/MRF+).
 - 5% avg. gap in 2023 (FOC/MRF+).
- **LARGEST RELATIVE GAP CHANGE:**
 - Microaggressions Experienced.
 - 11% gap in 2022 (FOC/MRF+).
 - 12% gap in 2023 (FOC?MRF+).

F. Macroaggressions

Snapshot: Macroaggression was...

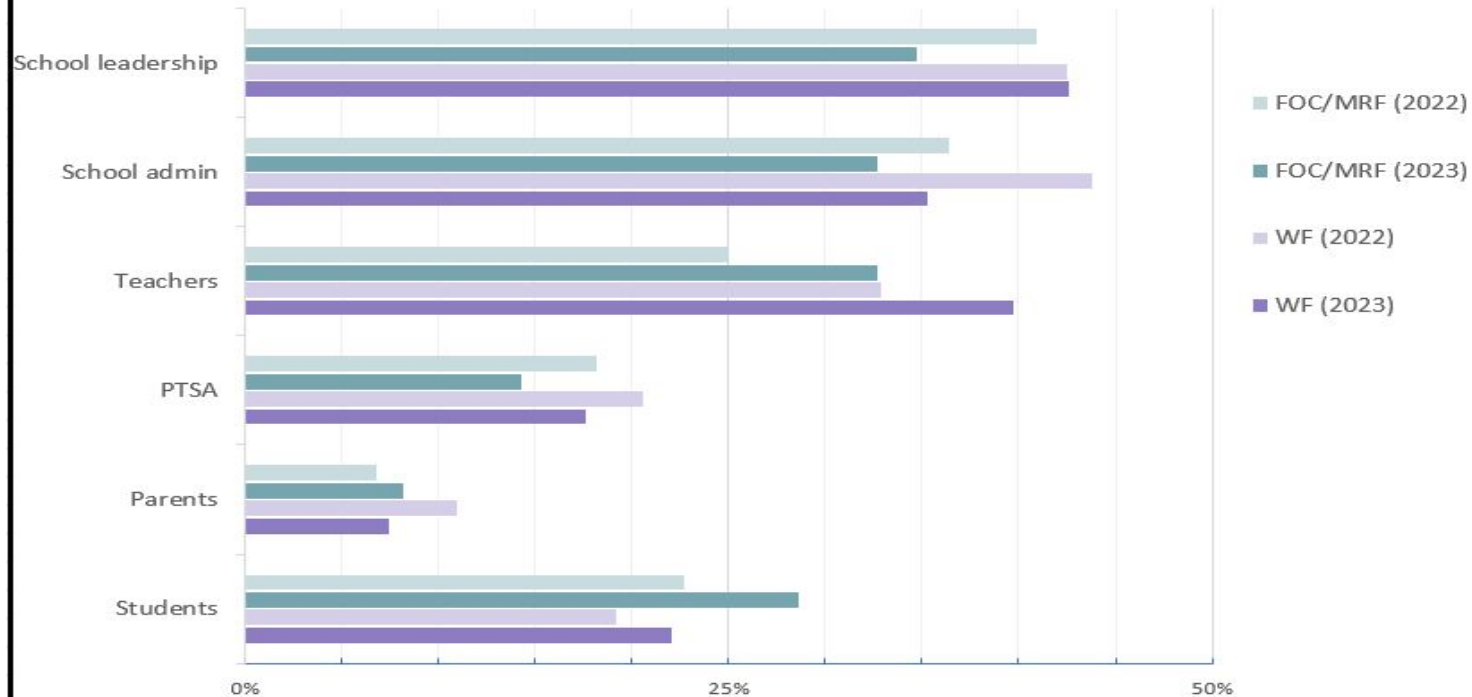


F. Macroaggressions

- **OVERALL: Families experienced or witnessed less macroaggressions this year by an average of 7%.**
 - 9% avg. decrease for WF in experienced.
 - 2% avg. increase for WF in witnessed.
- CHANGES IN A SINGLE CATEGORY:
 - Smallest Gain: 2% increase for FOC/MRF with Experienced.
 - Largest Drop: 9% decrease for WF with Experienced.
- LARGEST RELATIVE GAP CHANGE:
 - Macroaggressions Experienced.
 - 1.5% gap in 2022 (WF+).
 - 4.5% gap in 2023.

G. Taking Action

Snapshot: Acting on Racial Equity Challenges



% OF PARENTS RESPONDING WITH "LEADING CHANGE"

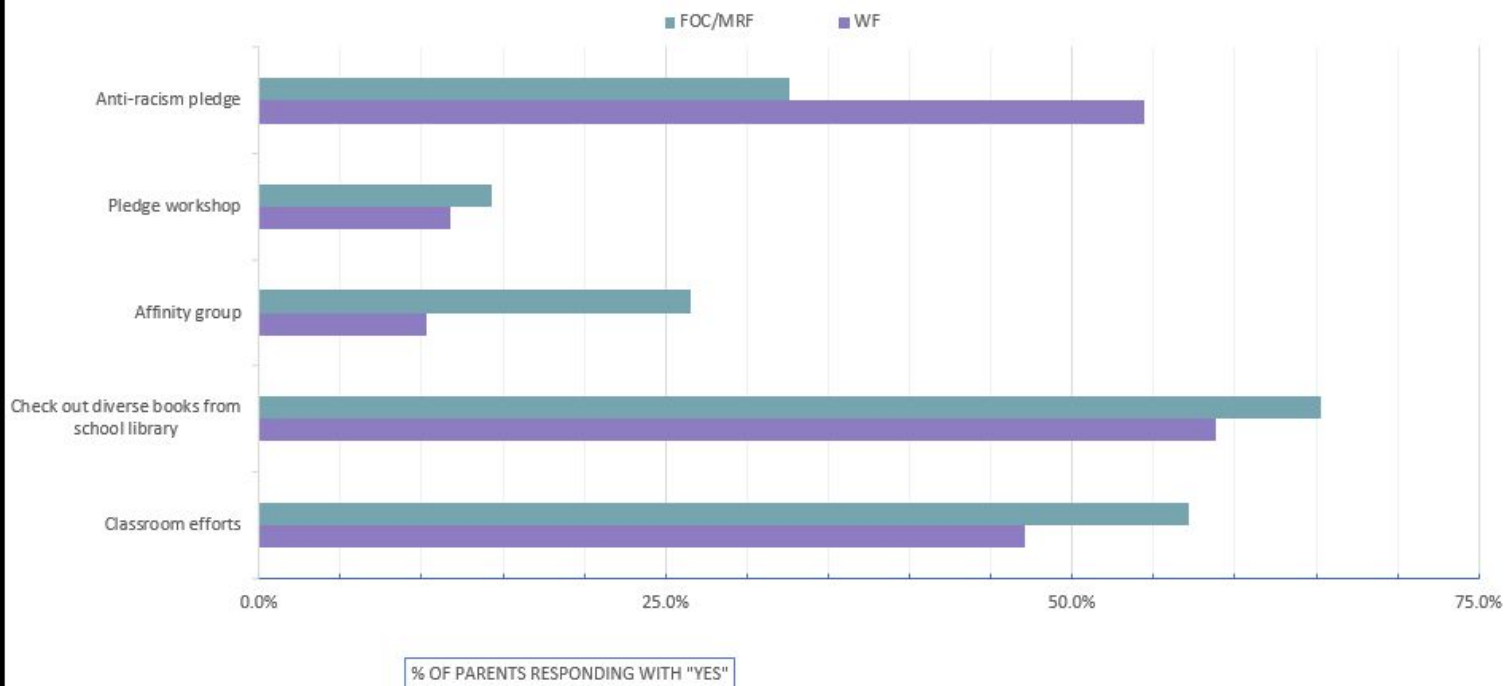
G. Taking Action

OVERALL:

Of the total number of positive respondents (those who responded that constituents ARE taking action), less than half feel that any of the constituents are taking action.

H. Participation in Anti-Racist Action

Snapshot: Family has participated in the following anti-racism efforts...

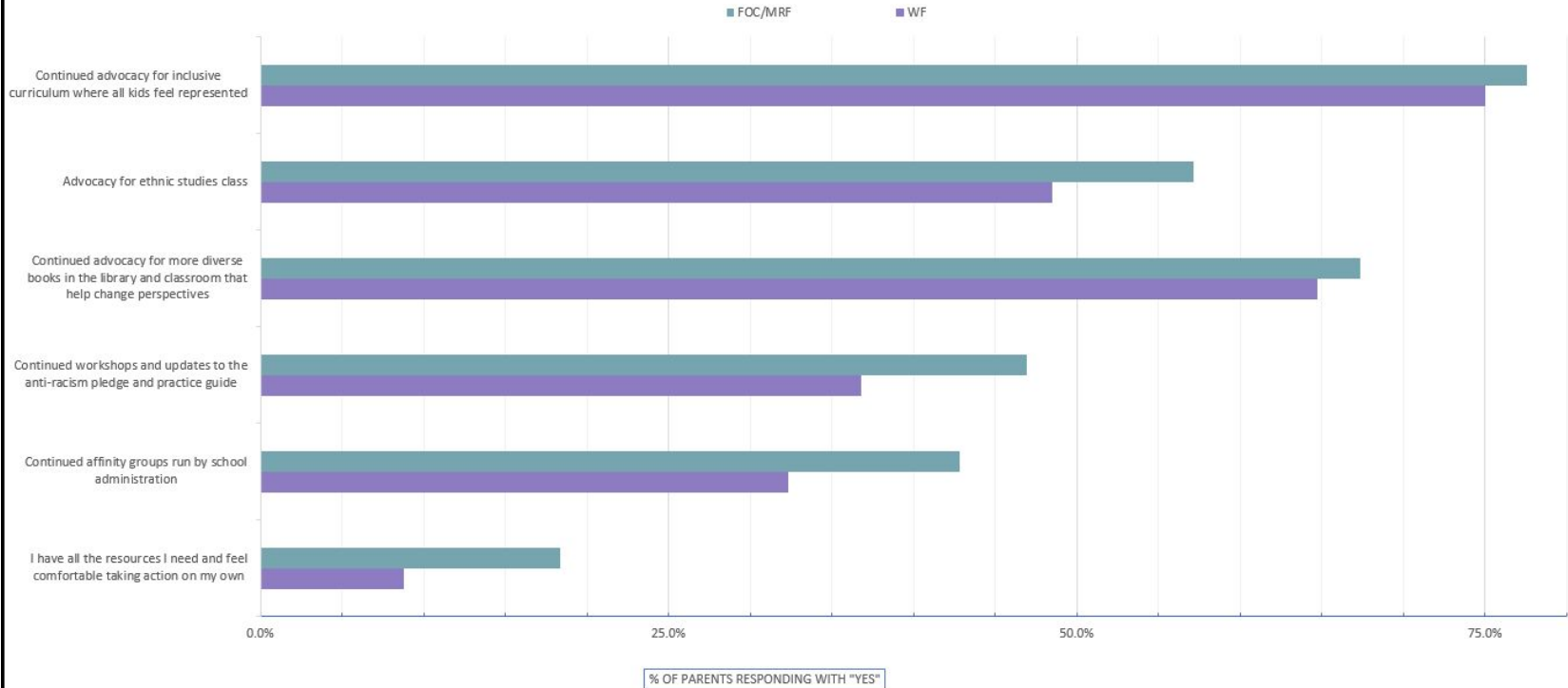


H. Participation in Anti-Racist Action

- Average 62% of families checked out diverse books from the school library.
- More than 26% of FOC/MRF participated in affinity groups.
- Approximately 54% of WF participated in the Anti-Racism Pledge.
- Overall: FOC/MRF had an average participation rate of 39% across all anti-racism efforts and WF had an average participation rate of 36.5% across all anti-racism efforts.

I. Priorities for Future Action

Snapshot: Priorities for Continued Action



I. Priorities for Future Action

- A majority of families identified two priorities for future action:
 - Continued advocacy for an inclusive curriculum where all kids feel represented.
 - Continued advocacy for more library books for kids and parents that help change perspectives.
- A majority of Families of Color and Multi-Racial Families identified four priorities for future action:
 - Continued advocacy for an inclusive curriculum where all kids feel represented.
 - Continued advocacy for more library books for kids and parents that help change perspectives.
 - Advocacy for ethnic studies class.
 - Continued workshops.

Recommended Actions

- Continue community engagement in creating the PTSA budget whereby the PTSA continues to allocate and use funds for systemic change: diverse library books, inclusive curriculum materials, ethnic studies, etc.
- Create future events with diversity in mind; find ways to acknowledge and celebrate other cultures.
- Continue supporting REC's questionnaire and using the results as a way of gauging progress.

Acknowledgments

Thank you to everyone who took the 2023 Questionnaire!

Thank you to Candice Smith for her support in the analysis and presentation of this data.

Our very patient families.



Thank You