



THE ROLE WE PLAY TO ENSURE EQUITY
IN OUR SCHOOLS

ALWAYS START WITH
GRATITUDE

COMMUNITY AGREEMENTS

The importance of creating BRAVE spaces:

- No Fixing
- Take Risks
- Experience Discomfort
- Speak your truth, knowing the truth of others may be different
- Assume best intent, although WHEN your words hurt someone, OWN THAT and apologize; don't get defensive
- Be curious

GROUND IN

- Sit with your feet as flat on ground as possible
- Sit as upright as you are comfortable/able
- Close eyes or cast them to a neutral site
- Breathe as deeply as you are able
- Focus only on the breath as it comes in and out of your nose
- Your mind will wander; don't judge that. Simply notice it and bring your attention back to your breathing.

BREAKOUT 1: CHECK IN

WHAT DO THESE TERMS MEAN TO
YOU:

DIVERSITY
CULTURALLY-RESPONSIVE PRACTICE
EQUITY

CRITICAL TERMINOLOGY

Diversity: wanting to acknowledge and, possibly, celebrate, the differences between people. Typically focused on compliance or the superficial ways people are different.

Culturally-responsive practice: the ability to learn from and relate respectfully with people of your own culture as well as those from other cultures.

Equity: ensuring EVERY person has what they need to THRIVE, which requires access to opportunities/resources AND dismantling oppressive systems and practices.

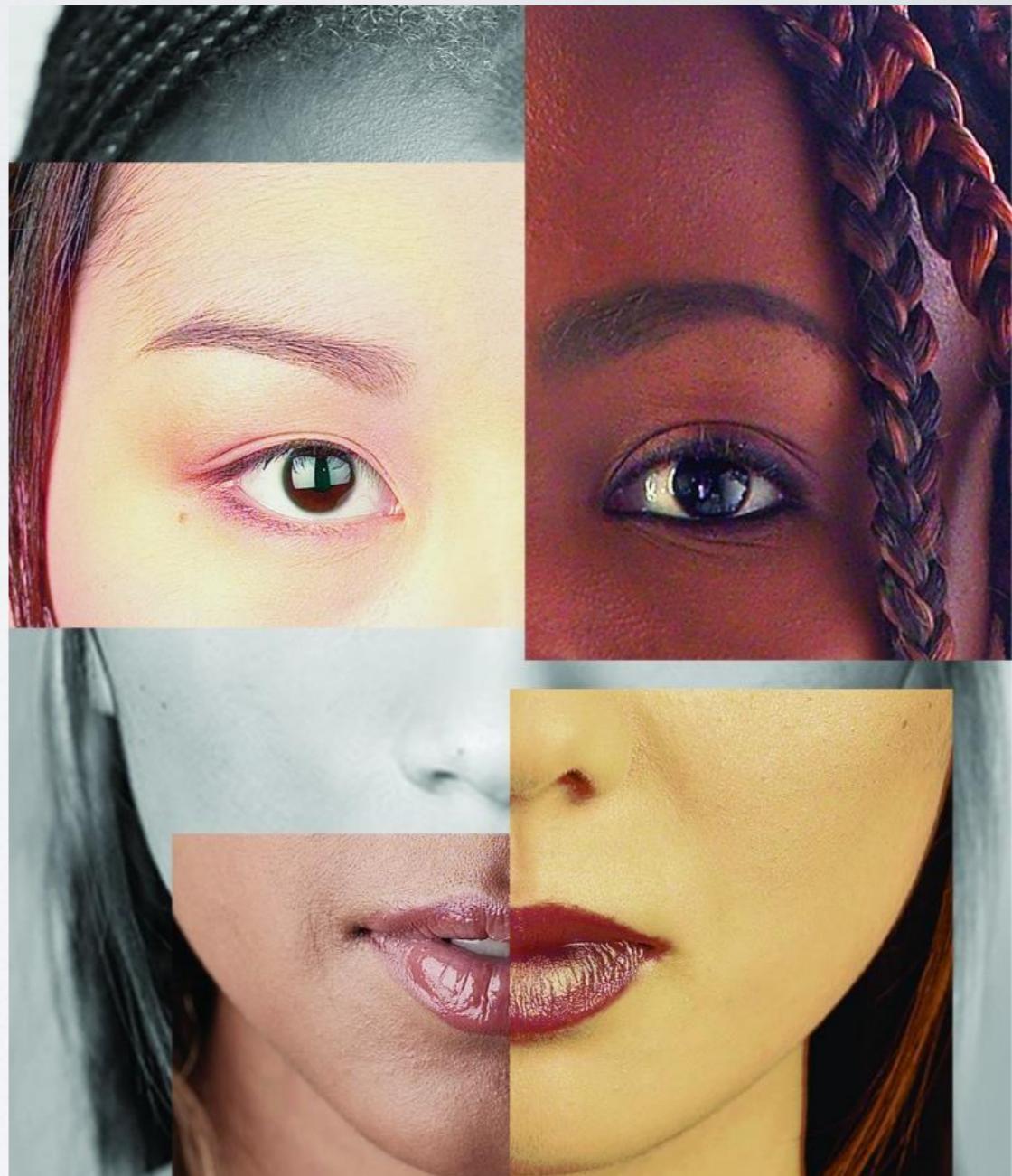


SELF - WHAT'S MY ROLE IN THIS?

HOW DO OTHER PEOPLE SEE YOU?

I wish it were different, but...

- The way other people see you determines how they think about you and treat you.
- There are stories we have all have come to believe about gender and sexuality and religion and race and socioeconomic based on what we have seen and heard on TV and through social media.



WHO ARE YOU?

- Elements of identity
- These 10 characteristics most affect how you see and are seen by the world.

RACE

ETHNICITY

CULTURE

AGE

GENDER

ABILITIES

**SOCIOECONOMIC
BACKGROUND**

FAMILY

**RELIGION AND
SPIRITUALITY**

POLITICS

How do people see you? How do you see yourself?

- **RACE** - A created thing - what OTHERS assume about your skin color and the stories they tell because of it.
- **ETHNICITY** - How YOU describe YOURSELF (or not). Are you connected to a nationality beyond “American” - language, traditions, etc?
- **CULTURE** - the set of attitudes, values, beliefs, and behaviors shared by a group of people, but different for each individual, communicated from one generation to the next.

BREAKOUT: HOW MIGHT
RACE AND ETHNICITY SHAPE
HOW PEOPLE
EXPERIENCE/RESPOND TO
THE NEWS ?

TRAINING FOR THE MARATHON

If you are going to develop the kinds of skills you need to become more equitable in your practice, you are going to need to listen/watch/read something related to equity at least 4-5 times a week (just like what is required to stay physically fit). Here are some suggestions:

Reading: anything by authors Dr. Beverly Tatum, Zaretta Hammond, Ibram X Kendi, Jason Reynolds, Kathy Obear, Richard Rothstein, Michelle Alexander, or Dr. Christopher Emdin; New York Times “The 1619 Project”, Isabel Wilkerson’s book “Caste” (must-read)

Podcasts: Revisionist History, Teaching Hard History, Code Switch, This American Life, Words Matter, Teaching While White, 1619 Project, Nice White People, Calling Justice, Seeing White, Facing Ourselves, Speaking of Racism, Throughline; Christian: Pass the Mic, Quick to Listen, Truth’s Table

Watch: *TV*: This is Us, Black-ish, The Red Line, Black Earth Rising, When They See Us; Black Lightning, Watchmen, Self Made, Black-ish, Dear White People; *Film*: The Hate U Give, Emanuel, Hello, Privilege. It’s Me, Chelsea, Cracking the Codes, 13th, Just Mercy, Selma, If Beale Street Could Talk, I Am Not Your Negro, Dear White People, Grizzlies

Websites: <https://www.learningforjustice.org/magazine/our-new-name-learning-for-justice>, culturallyresponsive.org, <https://mlpp.org/21-day-racial-equity-challenge/>;

<http://www.racialequityresourceguide.org/resource/cracking-the-codes>

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