

Salmon Bay School Anti-Racist Community Actions and Commitments

June 2nd, 2020

- Vote
- Hiring practices at my workplace
- Have more open conversation in a safe place, maybe form group like book groups but an anti-racism group?
- Choosing when, how, and with whom to speak up, speak out
- Not having the answer.
- Can give to BIPOC owned businesses
- Authors we read
- Talking about our privileges (calling them out) vs. "being lucky, fortunate, blessed", etc.
- Have a norm in the community to call one another in and hold one another accountable for anti-racist work
- Purchase from
- Participate in regular, frequent organized conversation/discussion groups focused on anti-racism
- How we spend money. restaurants, services, books
- Be accountable for our behaviors
- Be vulnerable
- Taking white kids to events in which they'll be the minority
- More diverse representation in books, dolls, etc
- Reflecting on discipline practices as a teacher
- Do not ignore race. Recognize differences in culture and appearance and emphasize appreciation of points of view different from your own.
- Put more dollars and staff helping low income, learning disabled students of color
- Making sure as we're talking about/making decisions about the POC experiences, that we are hearing from and including voices from those groups and amplifying their perspective
- Prioritizing time spent w BIPOC families
- Exposing my kids to books and movies created by BIPOC
- Talk with white kids about their privilege and the importance of lending it to amplify marginalized voices
- Examining my own complicity in this system
- Dismantle separate AP/HCC program in SPS and integrate our schools
- Read "White Fragility" and with older kids read "All American Boys"
- Yes! awareness of skin or class or other privilege in the moment
- Yes, integrate schools
- Family conversations to decide how to give our money to organizations working to dismantle racism
- We have students read literature books in 5th grade about American History, specifically the experience of Black Americans throughout history. And then we have big conversations in small groups and as a class.
- From day one, reading diverse children's book authors. Look at your bookshelf at home and ask if diversity lives in your collection.
- Examining how white culture dominates spaces, decisions, how we operate