

Can We Talk About It? Race Talks in BASD



“But race is the child of racism, not the father” –Ta-Nehisi Coates

“Colourism is the daughter of racism” -
Lupita Nyong’o



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Activity

I Am... I Am Not



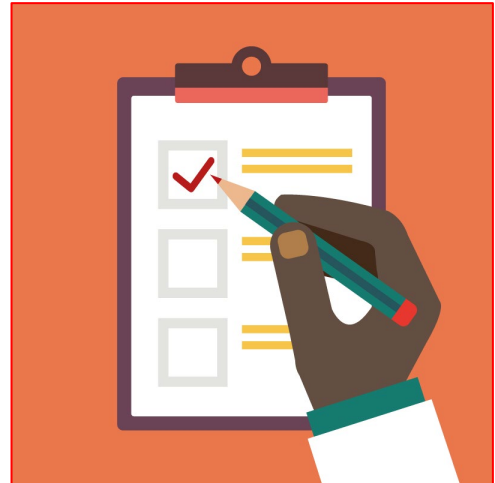
Partner up with person next to you and **share** ONE thing about you that cannot be seen but you want people to know and ONE perception/misperception that people have of you because of what they think they see.

I'm going to ask a few of you, who are comfortable, to share.

Discuss

AGENDA

- A little bit about me and why I do this work
- A little bit about my district & how we got started in anti-racism and racial dialogue
- Try it!
- What now
- How to get started
- Questions & Comments



Who Am I?



How/Where we started...

Diversity & Equity is not new to us: focus on BIPOC, Superintendent's Task Force on Excellence through Equity, RP & Trauma informed skills

Approximately 13000 Students: 61% BIPOC (44% Latino/11% Black), 55% Economically Disadvantaged

In 2019...[One of the Whys...](#)

Began having much more intentional conversations about race, racism

Principal Meetings

Then the Pandemic hit...

End of 2020 Year: Listening Circles on Zoom - teachers, community members, students

2020-21 SY: Conversation Starters with Administrators

Workshops/Training



Effective Dialogue

Guidelines for

- Stay Engaged – Listen Actively
- Try On:

“In order to empathize with someone’s experience you must be willing to believe them as they see it and not how you imagine their experience to be.” – Brené Brown

- Speak Your Truth and Own Your Impact
- Practice **Both/And** Thinking
- Get Comfortable in the Uncomfortable - Lean In
- Agree to Disagree & Respect It
- Expect & Accept Non-Closure – Utilize the 24- to 48-hour Rule
- Confidentiality (Unless there is the potential of harm to self or others.)



Diversity, Equity, & Inclusion

Certificate Program at  EAST STROUDSBURG UNIVERSITY

Conversation Starter



- What does the following statement mean to you/us? - "What can you do from where you are... to disrupt..."
- "How are you having the conversation about folks of color with white kids?"

***Conversation
Starters***

[Equity in Education](#)

What Now: JEDI Work

“Confronting fear is the destiny of a Jedi” - Luke Skywalker

Justice Equity Diversity & Inclusion: It is a conceptual framework that attempts to redress disparity and inequality in society, promoting the fair treatment and full participation of all people, especially in the workplace, including populations who have historically been underrepresented or subject to discrimination because of their background, identity, disability, etc.

- Trained over 1000 district personnel*
- Baseline of JEDI understanding
- 799 people completed the survey
 - 89% Participation in PD increased their knowledge of implicit bias in education
 - 93% Will use the materials

*US² Consulting



What Now: JEDI Work

“You must unlearn what you have learned” - Yoda



- Continue Conversation Starters with Administrators
 - New Expectation: Administrators have the same conversation with their faculty
- Can You Hear Us Now? Create videos and letters with/by students
- Passed an Equity Policy - Equity self-assessment/audit, plan
- Affinity Groups
- ESU DEI Certificate - 2nd Cohort starting October 20th
- Create internal trainings and participating in outside trainings
- Curriculum assessment, addition of accurate lessons on systemic racism and its impact on BIPOC community, as well as the historic and current contributions of that same community
- And more...

HEAD - awareness

What research, documentation, & training do you need on the historical & systemic/structural foundation of race, racism, sexism, homophobia, transphobia, other isms & phobias & its intersections?



Transformative Equity/ Anti Racism Work

HEART - empathy & compassion

How do you feel about the injustices that exist in around historical & systemic/structural racism, sexism, homophobia, transphobia, & its intersections? How does this move you as a member of the dominant group? Is this your lived experience as a BIPOC or other marginalized person?



HANDS - engagement

Where does the work start? How do you start?
What can you do to disrupt and dismantle racism, anti-blackness, sexism, homophobia, transphobia & its intersections?



Where are you entering the work? What inner work do you need to do first? The work can't wait for you to be an expert and/or fully comfortable so how do you begin?

How do you assess where your faculty is entering the work? Do you have a team? How do you get that initial buy-in to get started and move the work out?

How to get started

Quick assessment (or not so quick) of your demographics, your needs, etc.

Find supporting documents, videos, etc. to use for discussion (can you create your own videos, literary piece?) - create questions/prompts to engage your audience in conversation

Assess/Debrief - How did it go? Did people participate? Do you have to prep someone?

Try something & just get started!



Questions?
Comments?

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