

Antiracist Strategies to Disrupt Racial Inequities In Charter Schools (Part II)

Adapted from

THE COLOR CODE

10 Essential Antiracist Tools & Strategies
for Social Work Practitioners

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Purpose of this virtual workshop

To continue to identify, recognize, and acknowledge the significant role race plays at the individual, community, and institutional levels across systems and to create an *anti-racist* framework for charter school professionals.

A deepened understanding around practical application of antiracist tools and strategies through individual and systems theory of behavior change

Practitioners will develop meaningful *equity planning frameworks* to implement in their daily educational pedagogy practices

Agreements

Common Ground

- Respect
 - Non-judgement
 - “I” Statements
 - Manage technology
 - Integrity
 - Authenticity
 - Be Curious and Courageous
 - Brave Space
-

Expectations

Learning & Growing

- Ask questions
 - Allyship
 - Practical application
 - Connecting with the work
 - Deepened truths
-

AGENDA-AT- A-GLANCE

March 9, 2021
11am – 1:00pm

- *11:00 11:30*
 - Welcome (5 mins)
 - Part I Recap (10 mins)
 - 10 Tools/Strategies (15 mins)
- *11:30 12:15*
 - The 6 R's (10 mins)
 - Breakout session (30 mins)
 - Report out (5 mins)
- *12:15 1:00pm*
 - Racial Equity Planning (10 mins)
 - Breakout session (30 mins)
 - Report out (5 mins)
- *1:00pm*
 - Final thoughts/wrap up



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Land Acknowledgement

Virtual Icons



BREAKOUT SESSION
(SMALL GROUPS)



USE THE CHAT FEATURE

6 Ways to Be An Antiracist Educator – Denna Simmons



Chat: Which way do you identify the most with, that will be challenging?

Part I – Feedback + Recap

TO BECOME ANTIRACIST.... THE EDUCATION SYSTEM MUST:

1. Intentionally embed the learning experiences that are authentic to students
2. Students must feel that their societal experience(s) are embraced inside the classroom, and has value.
3. Learning, curriculum, and instruction should be rooted in action, in order to promote change
4. Students, parents, educators, and leaders should be able to question, analyze, and challenge the status quo of an archaic education system, and the creativity AND innovation of charter schools allows for this space!
5. The education system (all parts and the whole) – the leaders, positions, and staff inside the structure **MUST** be dedicated to unlearning and learning about cultivating an understanding of systems of oppression and marginalization
6. Education system (i.e. charter schools) have to embrace antiracist work where the students, parents, caregivers, community and faculty can critique the educational experience (inside the classroom) and outside (society)

White Supremacy Culture in Education

- Perfectionism
- Sense of Urgency
- Defensiveness
- Quantity over Quality
- Worship of the Written Word
- Paternalism
- Either/Or Thinking
- Power Hoarding
- Fear of Open Conflict
- Individualism
- Progress in Bigger, More
- Objectivity
- Right to Comfort (Jones & Okune, 2001)



Chat: Can you identify 1-2 racist school practices that are currently in operation?

Anti-Racist Pedagogy In Schools

Pedagogy (n): the method and practice of teaching, especially as an academic subject or theoretical concept

What does it mean to enact Anti-racist pedagogy in charter schools?

- *Antiracist practices* in the classroom can be defined as “*Looking for rules that promote fairness, equality, and safety*” (Condon & Young, 2017, p. xiii).
- Academic research shows that schools have taken a cautious approach, rooted in race-negative and white supremacist-protectionism
- Listen
- Decenter yourself
- Learn about the real history of American education and oppressive systems
- Understand equity
- Do not wait
- Build community



Chat: How have you disrupted racist policies within your educational career?

Anti-racist tools and strategies

ANTIRACISM
CRITICAL RACE THEORY
THEORIES OF DISPARITY
STORYTELLING
THE SANKOFA MODEL

Anti-racist tools and strategies

DEBLASING
CUMULATIVE INEQUALITY THEORY
THE ETHOS MODEL
TWO-EYED SEEING
HEALING RACIAL HARM

Antiracist tools and definitions

Antiracism the policy or practice of identifying and opposing and promoting racial tolerance

Critical Race Theory a theoretical framework that examines society and culture as it relates to the categorization of race, power, and law

Cumulative Inequality Theory also referred to as cumulative disadvantage theory; it is a systematic explanation for the adverse inequities that develop

Debiasing also referred to as cognitive bias mitigation; debiasing strategies focus on identifying bias and the process of the reduction of bias in how to change your mindset, actions, and behaviors

Healing Racial Harm racial reconciliation and racial healing consists of purposeful processes that repairs the damage of race-based discrimination, trauma, and the transformation to restorative justice

(source: The Color Code Antiracist Tools and Strategies Glossary)

Antiracist tools and definitions (cont.)

The Sankofa Model an Akan Tribe symbol of a mythical bird reaching back, which is a framework to allow our constituents to find their voices; through storytelling, by discovering (or rediscovering) their life story – by going back to get it

Storytelling storytelling has a beginning, middle, and an end; it allows for us to hold space for the voices of our constituents and community members to be heard

The ETHOS Model a culturally-conscious, familial, communal, and institutional framework to enhance antiracist changework that takes a collective approach, by embedding antiracist theories, tools, and strategies into practice

Theories of Disparity unequal treatment of a minority group and/or the existence in rates of phenomena at the individual, organization, and societal levels

Two-eyed Seeing is a framework that balances and recognizes the strength of Indigenous knowing and Western values

(source: The Color Code Antiracist Tools and Strategies Glossary)



The 6 R's and Re(Connecting)
to Antiracist Changework
11:30-12:15pm

The Myth of Sisyphus and Antiracism Changework

- In Greek mythology, Sisyphus, king of Corinth, was condemned by Zeus to endlessly try to push a large rock to the top of a hill in the depths of Hades
- As a punishment for hubris, as soon as the rock would get to the top of the hill, the rock would roll back down
- What does the rock represent?
- What does Sisyphus represent?
- Antiracism changework is about **YOUR PERSONAL CONNECTION + JOURNEY** from being nonracist to racist



Chat: What does the Sisyphus and the rock represent to you?

Becoming Antiracist As A White Person + Changework with Dr. Tema Okun

- *White Supremacy Culture: Changework* by Dr. Tema Okun
- Connecting White folks to antiracist work
- Antiracist changework is a personal journey
- Distinguish yourself and the commitment between a White antiracist and the part of you that wants to be a perfect antiracist (Harvard Club of Southern California, n.d.)
- Understanding the stages of using your White privilege to change internalized racism; and to disrupt or interrupt racism
- ***White privilege defined:*** inherent advantages possessed by a white passing person on the basis of their race in society characterized by racial inequality and injustice
- Seeing yourself as part of the White group
- Valuing the self-reflection of your White identity



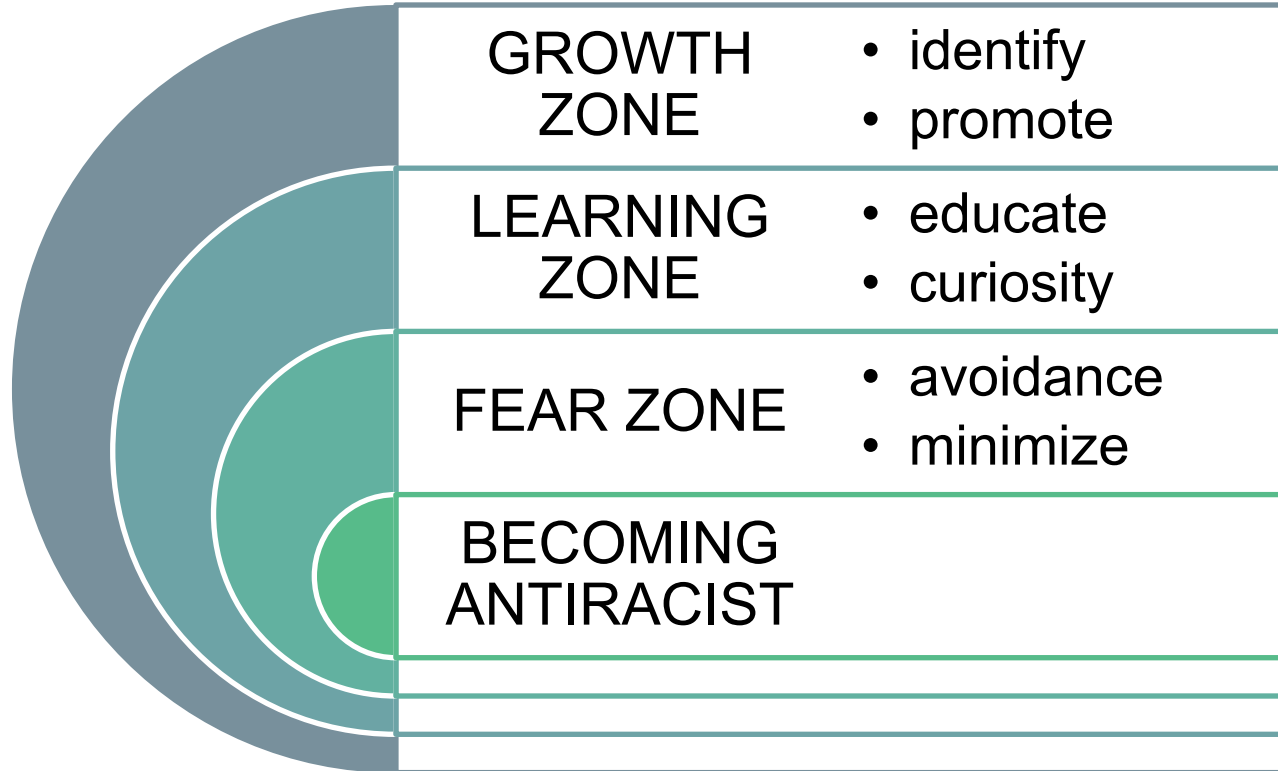
Chat: What triggers you about antiracism or antiracist work?

White Supremacy Culture: Changework by Dr. Okun (2006)

THE 6 R'S



Our Journey To Become Antiracist





BREAKOUT SESSION


QUESTIONS TO CONSIDER

30 MINUTES

HOW TO APPLY IN CHARTER SCHOOLS

QUESTION(s):

- Discuss racist policies and practices that are currently in place in the educational system
 - What ways can charter schools build equity and antiracist school environments for students and professionals?
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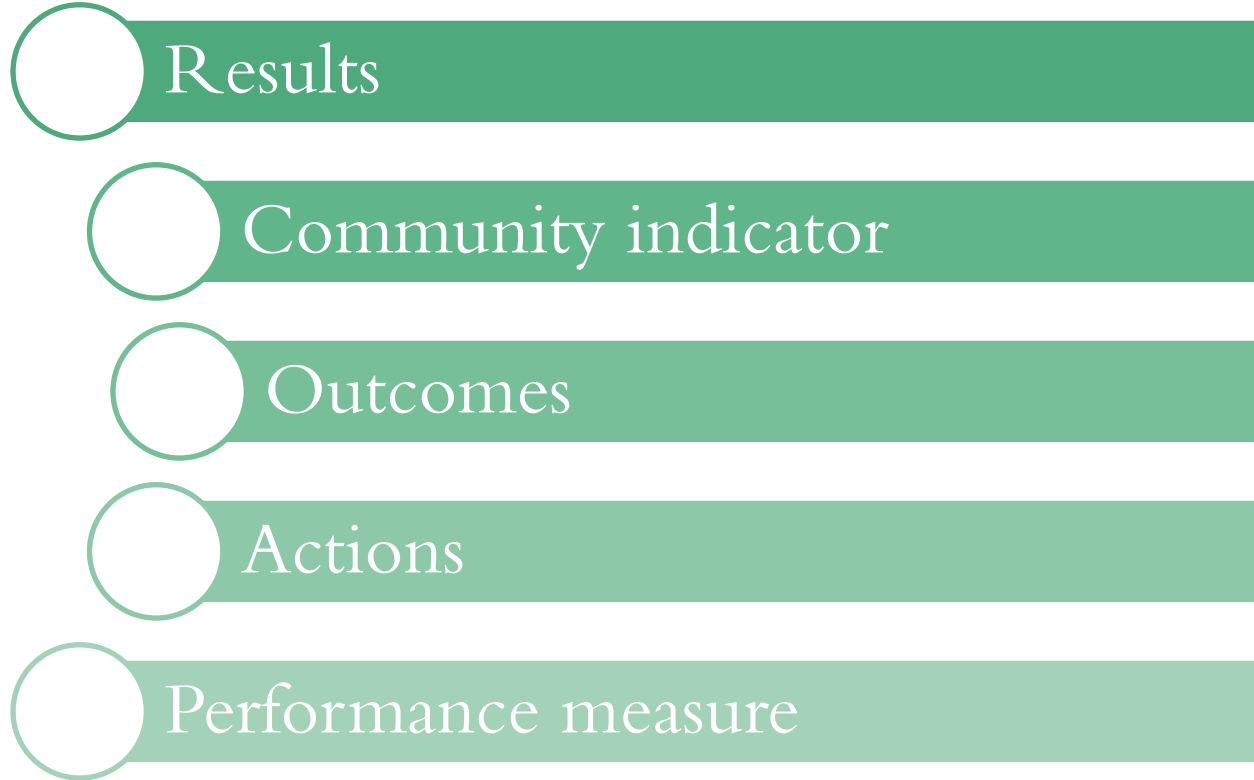


Racial Equity Action Planning
12:15-1:00pm

Racial Equity Action Plan (REAP)

- What is racial equity?
- *Racial equity* is realized when race can no longer be used to predict life outcomes, and outcomes for all groups are improved (Racial Equity Alliance, n.d.)
- Theory of Change model – normalize, organize, operationalize
- Moving from theory into action
- 6 driving factors:
 - ✓ Justice
 - ✓ Humanity
 - ✓ Community
 - ✓ Progress
 - ✓ Liberation
 - ✓ Momentum

Equity Planning Components



Source: Racial Equity Alliance

Simple Equity Plan Structure

Results Community or system level conditions we are aiming to impact

Community indicator the means by which we can measure impact in the community (disaggregated by race)

Outcome future state of being resulting from a change (organization, system, group, population, or program level).
Articulates clear improvement or defined the amount of improvement that will take place

Action behavior based, specific activities the agency, individual or community members will do to achieve the outcomes

Performance measure How do we know we were successful? A quantifiable (qualitative or quantitative) function that measures improvement (e.g. Quantity--how much did we do? Quality—How well did we do? Impact—is the community better off?

(source: Racial Equity Alliance)

	Community (or system) Indicator	Outcomes/ Action	Timeline	Accountability	Measure	Progress Report
30 days						
60 days						
90 days						

	Community (or system) Indicator	Outcomes/ Action	Timeline	Accountability	Measure	Progress Report
30 days	Decrease the antiracist footprint of social workers	Offer Color Line training and conversations	Monthly	Aaron Green	Survey's Testimonials Feedback	Compiling 2020 fiscal year data (TBD)
60 days	Increase antiracist knowledge and practice	Voice of client is heard	Monthly	Aaron Green	Follow-up with attendees	TBD
90 days	Implement antiracist policy into organizations	Staff feel comfortable disrupting racist policy	Daily	Aaron Green State of Colorado CDE	Survey's Town Halls Community talks	TBD



BREAKOUT SESSION

QUESTIONS TO CONSIDER

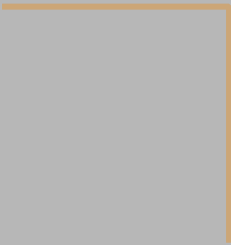
30 MINUTES

HOW TO APPLY IN CHARTER SCHOOLS

QUESTION:

- Discuss your equity plan
 - How can you apply these step(s) in the next 30, 60, 90 days?
 - What would your 1-year plan look like? Any progress? Barriers?
 - Steps to sustain this practice?
-

Final Thoughts, Questions & Wrap-up



To *become antiracist*, the journey starts with
YOU!

Additional Antiracist Resources

By Aaron Ross Green Sr.

The Color Code

Also available on Amazon (kindle, print, and hardcover)

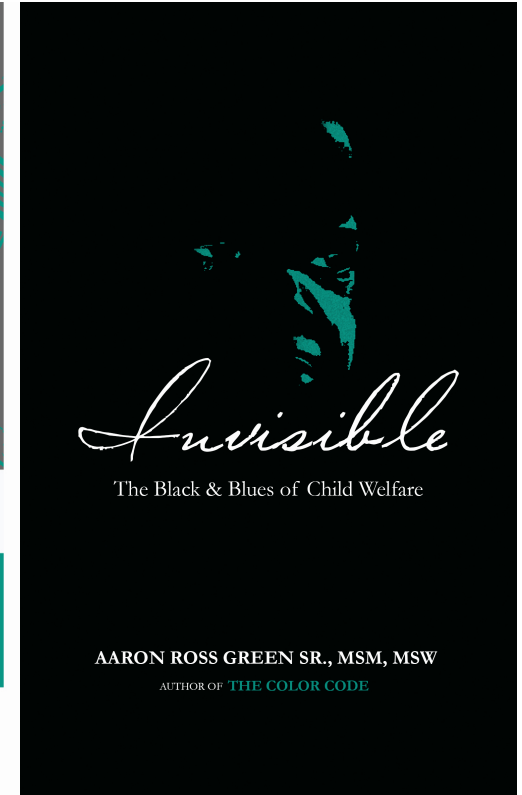
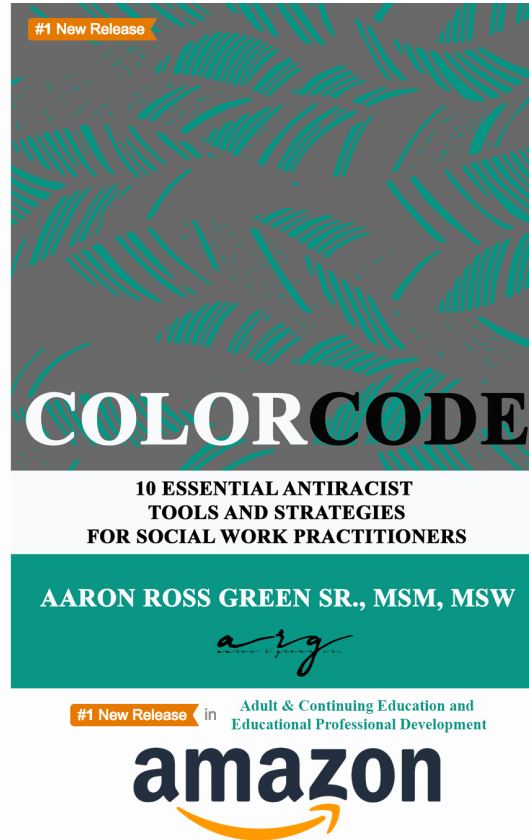
Invisible: The Black & Blues of Child Welfare

Also available on Amazon (paperback and hardcover)

The Color Line & Social Work Practice (Part I & II)

Virtual workshop available

Visit www.AaronRossGreen.com



Thank you!



Appendix: Shared language and terminology

Antiracism the work of actively opposing racism by advocating for changes in political, economic, and social life

Antiracist someone who is supporting antiracist policy through their actions or expressing antiracist ideas

Anti-Black two-part formation that voids Blackness of value, while systematically marginalizing Black people and their issues

White supremacy the belief that white people constitute a superior race and should therefore dominate society, typically to the exclusion or detriment of other racial and ethnic groups

Power unequally distributed globally by groups or individuals who yield greater power than others, allowing them greater access and control over resources

Race social construct (not biological), created by scientists to support worldviews that viewed some groups of people as inferior

Intersectionality an approach largely advanced by women of color, arguing that classifications such as gender, race, class, sexual orientation, and others cannot be examined in isolation from one another

(source: Racial Equity Tools glossary)

Appendix: Shared language and terminology (cont.)

Ally someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identify, etc.) and work in solidarity with oppressed groups in the struggled for justice

Anti-Indigenous racism is the ongoing race-based discrimination, negative stereotyping, and injustice experienced by Indigenous and First Nations People

Marginalization treatment of a person, group, or concept as insignificant or peripheral

Oppression Systemic devaluating, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something if value, while others have ready access

Privilege unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.)

People of color often the preferred collective term for referring to non-White racial groups

Racial healing to restore to health or soundness; to repair or set right; to restore to spiritual wholeness

(source: Racial Equity Tools glossary)

References

Green, A. R. (2020). The color code: 10 essential antiracist tools and strategies for social work practitioners. Aurora: Green Group & Associates

Okun, T. (2006). White supremacy culture. Changework: Retrieved from: https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun_-_white_sup_culture.pdf