

Racial Equity Convening



EDUCATION

Consider This...



In order to get beyond racism, we must first take account of race. There is no other way. And in order to treat some people equally, we must treat them differently.

- U.S. Supreme Court Justice Harry Blackmun



Leadership Targets



- Reflect on lessons learned from the Spring Convening
- Engage in a learning lab with Dr. Kandy Steele to illustrate the important leadership moves needed to ensure our system is designed to promote racial equity
- Deepen your racial equity lens so you are able to depict a vision of racial equity for your organization
- Commit to a call to action to create a racial equity policy and culture of practice that aligns with the policy





Remember!

These Convenings are a part of a series of learning experiences designed to share the conditions and steps for creating organizations in which racial equity is a way of life through policy and practice.



What is Racial Equity?

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.

When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation.

This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race.



Setting the Stage



- Spring Convening, Achieving Educational Racial Equity through Policy and Beyond held in April, 2015
- Brought 150 district leaders, school board members, and community based organizations together to learn about the importance of implementing racial equity policy.
- Our focus:
 - Why focus on race – from a historical perspective
 - Implicit Bias and its impact on policy development
 - Student Voice
 - Creating an effective Racial Equity Policy



Why Create a Racial Equity Policy?

- A racial equity policy is essential for state and local education systems to dismantle the ways that education systems have institutionalized racial privilege.
- Without such a policy, education systems typically inadvertently reinforce racial advantages and divisions that leave students unprepared for the diverse world in which we live and for engaged citizenship.



Dr. Jenkins Robinson, Professor, University
Richmond School of Law



NORMS

- Speak Your Truth
- Stay Engaged
- Experience Discomfort
- Refrain from pivoting to other –isms (sexism, poverty)
- Accept and expect nonclosure
- Recognize this is about enhancing or gaining your equity lens
- Maintain a learner stance and remain open to new thinking





- On the index cards at your table, write down your name, role, and one of two things:
 - ✓ What you learned and utilized from the last convening or
 - ✓ (If you weren't at the last convening) What are your hopes for today's session?
- Share with a partner, each pair exchange cards and share out loud to the table
- Whole group share out and public recording



Learning Lab


**DR. KANDY STEELE, DR. ROSANNE
FULTON & DEBRA MONTOYA**

ADAMS SCHOOL DISTRICT, COLORADO





LUNCH



“Each time a man stands for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends a tiny ripple of hope, and crossing each other from a million different centers of energy and daring, those ripples build a current which can sweep down the mightiest walls of oppression and resistance.”

-Robert Kennedy

What Will It Look Like?



- Reflect upon the big ideas from the Learning Lab, readings from literature, best practices, or other experts in the field.
- What will it look like in your organization when racial equity is achieved?
- Consider structures, systems, practices and how they will look in this new state.



What Will It Look Like?

- Individually, jot down what the structures, systems, practices and outcomes will look like.
- **Visioning:** Next, as a table group, create one illustration that depicts what an organization would look like if it fully realized racial equity. Please include systems, structures, practices and outcomes.
- Post your Charts



Visioning for Racial Equity: Systemic Dimensions to Consider

- Curriculum and Instruction
- Classroom Practices
- Community and Family Engagement
- Beliefs and Attitudes
- School Policies
- School Climate
- Professional Development
- Decision-making
- Resource Allocation
- Human Resources/Workforce
- Student Discipline



A Vision for Racial Equity: What do the Experts Say?

DR. STEELE & DR. FULTON



Gallery Walk

- Take your reflection sheet and jot down the themes that extend across the charts.
- Stand up conversation with a partner
- Using your three dots, vote on three Visions that best capture the ideal state for racial equity.





BREAK

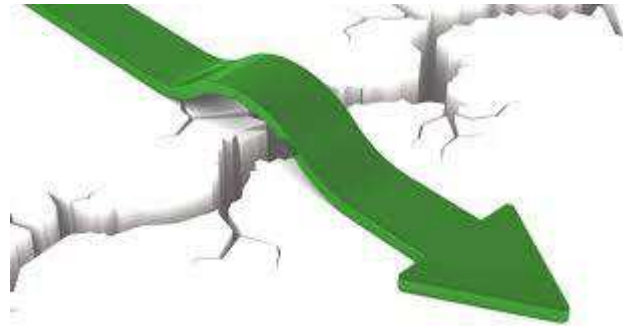
District and Organizational Work Time



- Spend the next 10 minutes discussing the themes that arose across all the visions and how they aligned with your vision for racial equity.
- Next, identify the barriers that have prevented you from achieving this goal. *(It is essential that you engage in the difficult and transparent conversation about the real barriers at a root cause level)*
- Large group share out of barriers



From Barriers to Bridges



For each barrier you identified in your organization, detail an action step that creates a bridge to racial equity

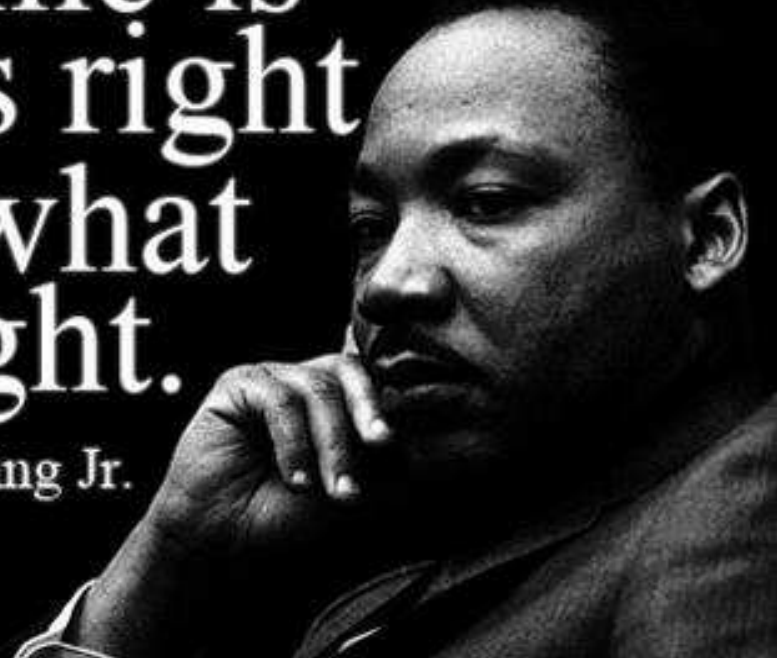
Outline your actions steps in terms of short term and long term actions



Thank You!

The time is
always right
to do what
is right.

~ Martin Luther King Jr.



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