



Transportation Anti-Racism Training

Anti-Racism School Board Policy

- ▶ Policy ACC, adopted March 2019
http://esb.k12albemarle.org/Reference_Library/ESB_Policies_and_Regulations/Policies//ACC.pdf
- ▶ First anti-racism policy for any school division in the state
- ▶ Purpose is to eliminate all forms of racism



Anti-Racism School Board Policy cont.

- ▶ Both student and staff focused
- ▶ First principle:
 - ▶ The Board is committed to establishing and sustaining a school community that shares the collective responsibility to address, eliminate, and prevent actions, decisions, and outcomes that result from and perpetuate racism.



Anti-Racism School Board Policy cont.

- ▶ Key points for Transportation:
 - ▶ All staff will be trained on anti-racism and about how it impacts policies, practices, and the climate we work in.
 - ▶ The divisions shall ensure there are various reporting and accountability systems in place, including,
 - ▶ Anonymous reporting for students (currently exists)
 - ▶ Anonymous reporting for Transportation staff is being developed



Anti-Racism School Board Policy cont.

- ▶ Neither racism nor disrespect will be tolerated.
- ▶ This is an opportunity for us to stand together and confront our fear, pain, and hurt that racism has been used to divide so many.



Transportation Culture

- ▶ We are racially and politically diverse
- ▶ We seek and foster an atmosphere of respectful pushback
- ▶ We value engagement activities
- ▶ We hold ourselves accountable
- ▶ We love children



Why do we talk about race?

The first step in developing racial consciousness is acknowledging that “I don’t know what I don’t know- a simple phrase with profound implications.

- ▶ What we think we know
- ▶ What we don’t know or what we incorrectly assume we know
- ▶ I know I don’t know
- ▶ I know what I know



Why talk about race?

- ▶ On average, nearly a third of adults surveyed in the United States, United Kingdom, France and Germany have experienced or witnessed racism in the workplace, according to research from job and recruitment website Glassdoor. That kind of environment can make it harder to retain staff from ethnic minorities.
- ▶ Diversity is good for the bottom line. According to a 2020 McKinsey report, companies with a more diverse workforce are likely to be more successful. Surveying 1,000 companies in 15 countries, it found businesses in the top quartile for ethnic diversity were 36% more profitable than those in the bottom quartile.



Why talk about race?

- ▶ “One of the greatest challenges in American culture...is that White people and people of color don't share their honest feelings about race.”
- ▶ It is a problem that impacts all
- ▶ We must speak up and speak out
- ▶ When we address the issue of race head-on, it can trigger emotions, beliefs and values that make us uncomfortable.



“Courageous Conversations”

Race plays a primary role in sustaining if not widening the omnipresent achievement gaps. But educators have not been willing to enter into a discussion about this extraordinarily complex and emotionally charged topic. Thus collectively we as educators have also become very skillful at talking about race and therefore **we have failed to develop the requisite capacity to examine and address the impact of race on learning.**

Glenn E. Singleton



From a scale 1-5, how comfortable are you talking about race?

We don't really talk about race in my house and I am not comfortable.	I would like to feel more comfortable but I am not sure I am ready yet.	I have been part of racial conversations but I don't know what to say.	I feel pretty comfortable talking about race with my friends.	I am always having conversations about race with people inside and outside of my community.
1	2	3	4	5

“Courageous Conversations”

- ▶ Book that will be used to train administrators
- ▶ Student-centered
- ▶ Will be helpful for developing a way forward for Transportation
- ▶ Methods in book
 - ▶ Engages those who won't talk
 - ▶ Sustains the conversation when it gets uncomfortable or diverted
 - ▶ Deepens the conversation to the point where authentic understanding and meaningful actions occur



How do we talk about race?

- ▶ Four agreements
 1. Stay engaged
 2. Speak your truth
 3. Experience discomfort
 4. Expect and accept non-closure



Training

- ▶ Quarterly Safety Meetings
- ▶ Development of plans for courageous conversations about race
- ▶ Implementation of plans
- ▶ How do courageous conversations about race look for Transportation



Committee

- ▶ Key Leaders
- ▶ ATs
- ▶ Lead Drivers
- ▶ Drivers & Assistants
- ▶ VMF Staff



We agree to

1. Stay engaged
2. Speak your truth
3. Experience discomfort
4. Expect and accept non-closure



Click the link below to complete the Transportation
Anit-Racism Quiz and then click submit.

Transportation Anti-Racism Quiz

