


CREATING A COMMUNITY CULTURE OF BELONGING & EXCELLENCE

PREPARING FOR JUSTICE FOCUSED ACTION



EMPOWERING EDUCATION™
CONSULTATION & SYSTEMS SUPPORT SERVICES



Welcome & Introductions

GETTING TO KNOW YOU

Objective: Engaging in ongoing conversation designed to spur action toward inclusive and supportive community for all!

- Establishing expectations for courageous conversations
- Overview of justice focused definitions
- Interactive learning experiences to raise awareness of issues related to inclusion and justice
- Dialog related to example scenarios
- Commitment to ongoing experiential learning

COMMITMENTS FOR ENGAGING IN COURAGEOUS CONVERSATIONS

- Stay engaged
- Speak your truth
- Experience discomfort
- Expect and accept nonclosure

Singleton & Linton (2006) 4



Equity Definitions

Access – All members of the educational community should have entrance into, involvement with, and full participation of resources, conversations, initiatives, [opportunities] and choices which are attentive to heritage and community practices (Paris, 2012).

Representation – Having the perspectives, values, community practices, etc. of historically marginalized members of the community present in materials, as well as in decision and choice making (Mulligan & Kozleski, 2009; Chen et al, 2014).

Quote from Lebanon Alumni: "Make sure people have a seat at the table, then make sure that their voice is heard and their ideas are put into action...therefore empowering equal voice and equal power. It's a process..." Tiffany C. Hare (nee Schaeffer), Senior Scientist at P&G and Lebanon Warrior 1998"

Equity Definitions

Meaningful Participation – Agency and voice are afforded to all members of a community, by intentionally centering members who have been historically on the margins including, but not limited to people living in under-resourced communities, people with dis/abilities, as well as racially, ethnically, and linguistically diverse individuals (Great Lakes Equity Center, 2014).

High outcomes – Efficacy of solutions benefit all towards self-determination and the ability to act as contributing citizens in a democratic society and global community (Great Lakes Equity Center, 2014).

DEFINITIONS: Dr. Ibram X. Kendi

Racist idea – Any idea that suggests one racial group is inferior or superior to another racial group in any way. p.20

Antiracist idea – Any idea that suggests the racial groups are equals in all their apparent differences – that there is nothing right or wrong with any racial group. p. 20

Policy – written and unwritten laws, rules, procedures, processes, regulations, and guidelines that govern people. p.18 Racist policy produces or sustains racial inequity. Antiracist policy produces or sustains racial equity. p.18

Racism – a marriage of racist policies and racist ideas that produces and normalizes racial inequities (when 2 or more racial groups are not standing on approximately equal footing) p.17-18

Racist – one who is supporting a racist policy though their actions or inaction or expressing a racist idea. p.13 Descriptive, not a slur p.9

Not racist/Colorblind – Signifies neutrality. NOT the opposite of “racist.” The colorblind individual, by failing to see race, fails to see racism. p.10

Antiracist – one who is supporting an antiracist policy through their actions or expressing an antiracist idea.

THE “PROBLEM” IN A NUTSHELL

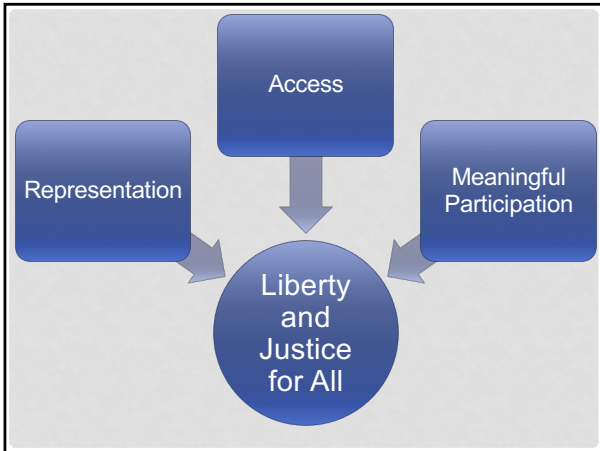
How we think

- Conscious and unconscious beliefs and dispositions of cultural bias towards specific groups of people
- **Solution: Challenge and Reframe Beliefs and Dispositions**

What we do

- Inequitable and marginalizing policies and practices
- **Solution: Identify and change inequitable policies and practices**





video

[HTTPS://WWW.YOUTUBE.COM/WATC
H?V=ELXCCCQNY-I](https://www.youtube.com/watch?v=ELXCCCQNY-I)

WHAT WOULD YOU DO?

REFLECTION

Individually *think* about:

- what concerns are raised by the scenario

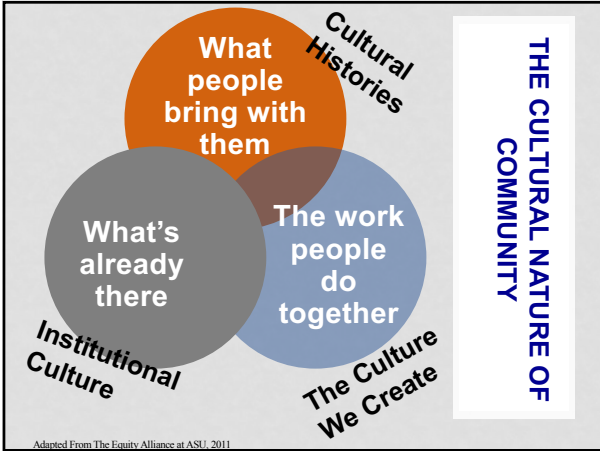
Pair and discuss:

- your reflections and questions.
- implications for practice in your context

Share:

- highlights from your discussion in whole group

13



CULTURAL HISTORIES WHAT WE BRING WITH US

Beliefs and perceptions

Personal Identities

Cultural Practices

OUR SELF IDENTITIES

Personal Identity – How we are shaped by our personal and social experiences, ethnicity, culture, gender, ability, social class, spiritual beliefs, sexual orientation etc. and how do we communicate our personal identity to others.

Social Identities – How we are defined by our group membership. We desire our identity to be both distinct from and positively compared with other groups.

CONTRIBUTING TO DISCONNECTEDNESS AND ALIENATION: A FUNCTION OF MICROAGGRESSIONS

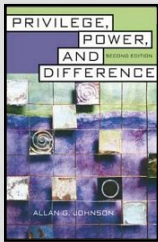
Microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults toward people of other races, gender, cultures, ability or linguistic backgrounds. Microaggressions are subtle, stunning, often automatic, exchanges which are ‘put-downs’ of a specific group.

POWER, PRIVILEGE, & DIFFERENCE

The Trouble We're in

- Allan G. Johnson

- "In **Privilege, Power, and Difference**, Allan Johnson teaches us how to think critically about inequality and oppression without getting mired in guilt or despair. He gently but firmly removes the blinders that keep us from seeing our own **privileges** and how those **privileges** harm others.



<https://denysedavis.weebly.com/uploads/5/1/5/9/51591185/johnsonthetroublewerein.pdf>

18

TRANSFORMATION TOWARD LIBERTY AND JUSTICE FOR ALL

Transformative change towards liberty and justice for all is **systemic** change that **disrupts** and **dismantles** historical legacies of normative **assumptions, beliefs, and practices** about individual characteristics and cultural identities **that marginalize** and disenfranchise people and groups of people.

19



MIRRORS OF PRIVILEGE
MAKING WHITENESS VISIBLE
 A Film By Shakti Butler, Ph.D.

VIEW AND DISCUSS

<https://www.world-trust.org/mirrors-of-privilege-making-whiteness>

Equity Alliance at ASU

20

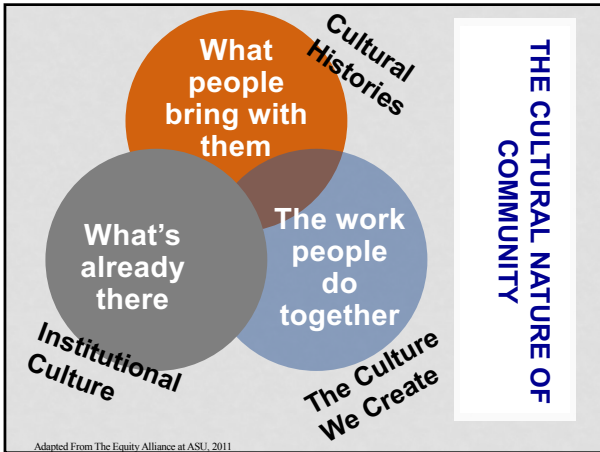
MIRRORS OF PRIVILEGE CONVERSATIONS -VIDEO ACTIVITY

Discuss the following questions

- When did you first become aware of white privilege?
- How does the intersection of privilege and difference show up in your context?

Equity Alliance at ASU

21





WHEN WE DON'T CENTRALIZE RACE, CULTURE; LIBERTY AND JUSTICE FOR ALL IN OUR CONVERSATIONS, WE PERPETUATE INSTITUTIONAL BIAS.

Institutionalized bias can be defined as a system of advantage based on race, culture, gender etc. which includes systems of cultural messages, institutional policies and practices as well as beliefs and actions of individuals

(adapted from Beverly Daniel Tatum).

SELECTING FIELD EXPERIENCE

Identify possibilities

Select a priority activity

Schedule a time & follow through





Adapted From The Equity Alliance at ASU, 2011

THE CULTURE WE CREATE

The work people do together

Adapted from The Equity Alliance at ASU, 2011

CULTURAL RESPONSIVENESS IS...



the valuation, consideration, and integration of individuals' culture, language, heritage.

National Center for Culturally Responsive Systems

Transformative change toward liberty and justice for all is enacted through...

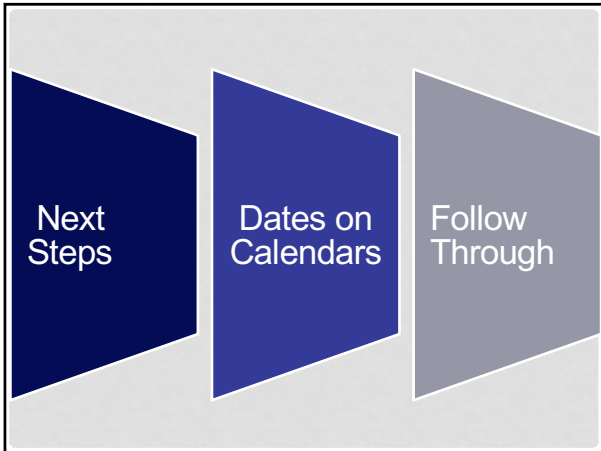
People

Policies

Practices

Equity Alliance at ASU







***"If there is no struggle,
there is no progress."***

Frederick Douglas

contactus@empoweringeducation.net
www.empoweringed.com