



Racial Equity Series Overview



SESSION	TITLE	GUIDING QUESTIONS	OBJECTIVES	AGENDA
1	Defining Racial Equity	<p><i>What is racial equity?</i></p> <p><i>Why is it important to have a shared and common understanding of key terms related to racial equity?</i></p> <p><i>What makes this work difficult or uncomfortable?</i></p> <p><i>Why is it important to address racial equity in our schools?</i></p>	<ul style="list-style-type: none"> ▪ Engage in personal reflection and demonstrate an openness to learn & grow; ▪ Develop shared meaning of key terms related to racial equity; ▪ Understand the impact of race/racism on our practice as educators; and ▪ Increase levels of racial consciousness. 	<ol style="list-style-type: none"> 1. Introduction: Session Outcomes, Purpose/Non-Purpose, Norms, Considerations, & Warm-up 2. The R-Word 3. Defining Equity & Other Key Terms 4. Moving Forward... Why Address Racial Equity in Schools?
2	Increasing Our Racial Consciousness	<p><i>Why race? What is our data telling us?</i></p> <p><i>How racially conscious are we?</i></p> <p><i>What makes this work difficult or uncomfortable?</i></p> <p><i>Why is it important to address racial equity in our schools?</i></p>	<ul style="list-style-type: none"> ▪ Engage in personal reflection and demonstrate an openness to learn & grow; ▪ Understand the impact of race/racism on our practice as educators; and ▪ Increase levels of racial consciousness. 	<ol style="list-style-type: none"> 1. Introduction: Session Outcomes; Review of: Purpose/Non-Purpose, Norms and Session Warm-up 2. Why Race? How Does Racism Exist in Our Society & in Our Schools? 3. Increasing Racial Consciousness 4. Moving Forward... Finding A Balance
3	Engaging in Difficult Conversations	<p><i>How can difficult conversations lead to growth and improvement?</i></p> <p><i>What tools can we use to sustain conversations and understand differing perspectives?</i></p> <p><i>How can we better understand defensiveness and denial (ours and others)?</i></p>	<ul style="list-style-type: none"> ▪ Engage in personal reflection and demonstrate an openness to learn & grow; ▪ Learn & practice tools for engaging in difficult conversations; ▪ Understand the impact of race/racism on our practice as educators; and ▪ Increase levels of racial consciousness. 	<ol style="list-style-type: none"> 1. Introduction: Session Outcomes, Purpose/Non-Purpose, Norms, Considerations, & Warm-up 2. Difficult Conversations: <i>The Challenge, The Zone, & Common Responses</i> 3. Tools to Support Difficult Conversations, Reflection, & Growth 4. Applying the Tools

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4	<p>The Impact of Microaggressions & Unconscious Bias</p>	<p><i>In what ways do microaggressions and unconscious biases impact our students of color?</i> <i>How can we increase our level of awareness or racial consciousness?</i> <i>How might microaggressions and unconscious biases affect racial identity and stereotype threat?</i></p>	<ul style="list-style-type: none"> ▪ Engage in personal reflection and demonstrate an openness to learn & grow; ▪ Develop a deeper understanding of the impact microaggressions and unconscious biases have on our students; and ▪ Increase levels of racial consciousness and awareness. 	<ol style="list-style-type: none"> 1. Introduction & Warm-Up: Session Outcomes, Purpose/Non-Purpose, Norms, & Considerations 2. The Messages We Send: <i>Unconscious Bias & Microaggressions</i> 3. Intention vs Impact 4. Case Study 5. Next Steps
5	<p>Dimensions of Being White</p>	<p><i>Why is it important for us to understand what it means to be white?</i> <i>What are the privileges or advantages attached to race in the United States?</i> <i>How might a societal racial preference impact privilege & power?</i> <i>What does being white mean?</i></p>	<ul style="list-style-type: none"> ▪ Engage in personal reflection and demonstrate an openness to learn & grow; ▪ Develop a deeper understanding of the impact of white privilege on our society and institutions; and ▪ Increase levels of racial consciousness and awareness. 	<ol style="list-style-type: none"> 1. Introduction & Warm-Up: Session Outcomes, Purpose/Non-Purpose, Norms, & Considerations 2. Understanding Whiteness & White Privilege 3. White Privilege in Schools 4. Becoming Anti-Racists 5. Next Steps