Building and Sustaining Anti-Bias & Anti-Racist Schools: The What, Why, and How of Racial Literacy



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Order of Our Discussion: The What, Why, & How

- Essential Question: What is racial literacy (in general)?
- Essential Question: **Why** should we consider developing / enhancing "racial literacy" in our schools?
- Essential Question: How should and how should it not be incorporated? (Examples of curricular / discussion topics)

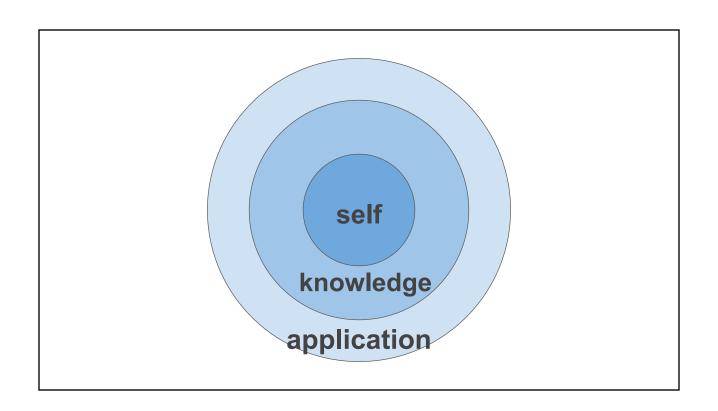
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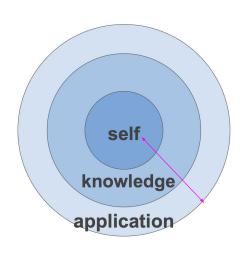
Racial Literacy:

What is racial literacy (in general)?

What is racial literacy?

(many ways to conceptualize this...)





Self

How we "view" (and value)

Knowledge

How we "make meaning"

Application

How we "take action" and "make an impact" (i.e. skills)

All levels are connected and inform "us" in this work

Example Exercise: "Earliest Scripts for Race"

Think back to your earliest memories. Where did you live? Who raised you or took care of you? What were the racial scripts of the time, place, people, and institutions (i.e. school, media...) of those who were "socializing" you?

In other words, what was "the story" of race you grew up with?

1 min.

[Share family photo]

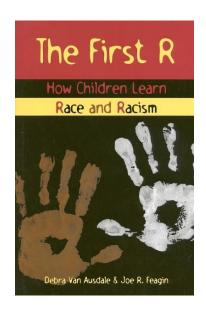
This can be a discussion that is...

- Rooted in unity (and not division)
- Grounded in both identity and the human experience
- Centered on core values (embraced by the school community)
- Delivered in age/developmentally-appropriate ways...

Racial Literacy:

Why should we consider developing / enhancing "racial literacy" in our schools?

The United States is not a "colorblind" society.



Can We Talk about Race?

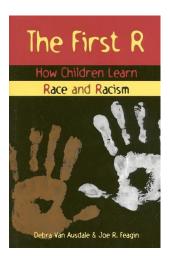


And Other Conversations in an Era of School Resegregation

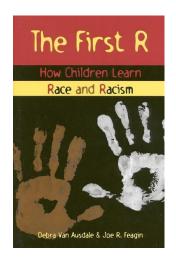
Beverly Daniel Tatum, Ph.D.

Author of
"Why Are All the Black Kids
Sitting Together in the Cafeteria?"
"A provocative and important book."—Chuck Leddy, Booton Globe

Young children are not "colorblind" and a colorblind approach may actually have (unintended) negative effects...



(Content warning.)



"This now substantial literature has developed over several decades and embodies some well-known findings about racial matters in the United States. For example, white children have consistently been found to prefer their own racial group to any other, and they do so from a young age... Moreover, many African American children have been shown to share that preference, sometimes to the point of apparently misidentifying themselves as white... Dark-skinned children are regarded as devalued members of society by its youngest members, even when those young members are themselves dark-skinned.... Despite some evidence suggesting that racial relations among older children may be improving, low levels of cross-race friendship and little evidence of voluntary association between groups of children have been noted. Ordinarily, children do not try to develop relationships with those in other racial-ethnic groups unless they are directed by teachers or other significant adults."

Rather than operating out of fear of difference, we can encourage positive socialization "across difference" / encouraging children to "embrace diversity"...

while also encouraging a positive development of their sense of self/self-esteem through intentional efforts of affirmation (for every student in our classrooms).





And Other Conversations in an Era of School Resegregation

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Dr. Tatum's "ABC" Approach

Affirming Identity

"Students need to see themselves—important dimensions of their identity—reflected in the environment around them, in the curriculum, among the faculty and staff, and in the faces of their classmates, to avoid the feelings of invisibility or marginality that can undermine student success."

Building Community

"Creating a school community in which everyone has a sense of belonging, a community in which there are shared norms and values as well as a sense of common purpose that unites its members."

Cultivating Leadership

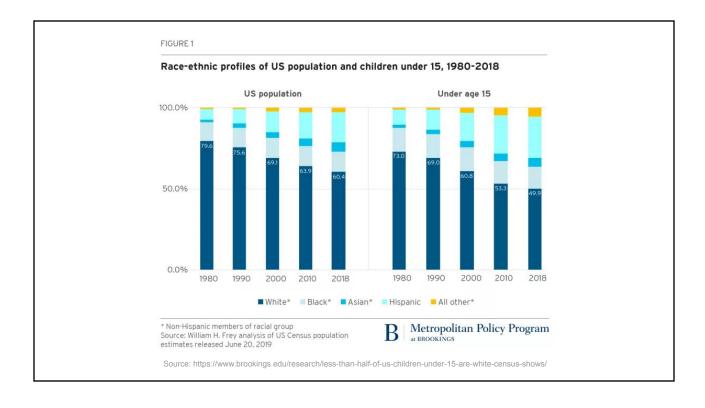
"Preparing students for active participation in a democracy [the ability to interact effectively with others from very different backgrounds] and the assumption that leadership must come from all parts of our community."

Representation Matters

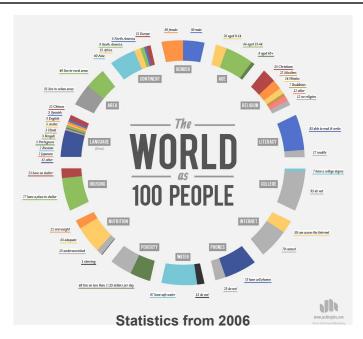
Part of what informs our view of self & our view of others

In the United States:

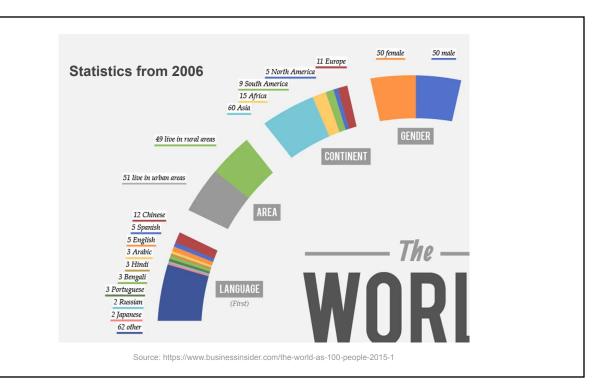
Racial demographics of society have changed notably since the 1960s



Broader Context of the World...



Source: https://www.businessinsider.com/the-world-as-100-people-2015-1



If The World Were 100 People (Statistics Updated in 2016)

There would be:

- 25 children
- 75 adults (9 of whom would be 65 and older)

There would be:

- 60 Asians
- 16 Africans
- 14 people from the Americas
- 10 Europeans

There would be:

- 31 Christians
- 23 Muslims
- 16 people who would not be aligned with a religion
- 15 Hindus
- 7 Buddhists
- 8 people who practice other religions

Source: https://www.100people.org/statistics-100-people/

Language*:

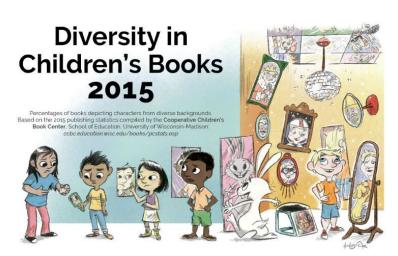
- 2 would speak Chinese
- 6 would speak Spanish
- 5 would speak English
- 4 would speak Hindi
- 3 would speak Arabic3 would speak Bengali
- 3 would speak Portuguese
- 2 would speak Russian
- 2 would speak Japanese
- 60 would speak other languages

Access / Opportunity*:

- 86 would be able to read and write; 14 would not
- 7 would have a college degree
- 40 would have an Internet connection
- 78 people would have a place to shelter them from the wind and the rain, but 22 would not

* = my language

Great need for more racial (intersectional and positive) representation in curriculum, libraries, media, our households...



0.9% American Indians/ First Nations 2.4%

3.3% Latinx Asian Pacifics/ Asian Pacific

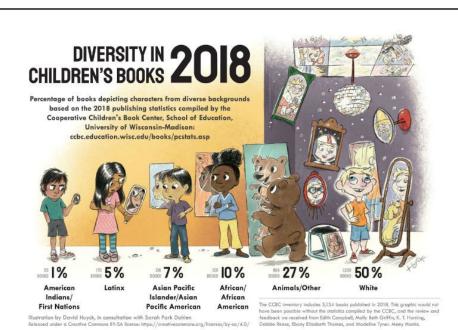
7.6% African/ African Americans Americans

Illustration by David Huyck, in consultation with Sarah Park Dahlen & Molly Beth Griffin

12.5%* Animals, Trucks, etc. 73.3% White

* About a quarter of the total children's books published in 2015 were picture books, and about half of those depict non-human characters. Me animals & trucks with the characters will be a mindle of the characters.

Source: School Library Journal



Source: School Library Journal



"The single story creates stereotypes, and the problem with stereotypes is ... they are incomplete. They make one story become **the only story**."

"The Danger of a Single Story," TED Talk by Chimamanda Adichie

With our schools and children in mind...

We can revise (some of) the "script"...

With a goal of <u>both</u> recognizing our similarities <u>and</u> celebrating our differences

We can have conversations about race (ethnicity and culture) that aim to affirm us, to connect us....

Consider choosing a multitude of voices (intersectional and positive — also curate triumph and joy)... so we do not reinforce the danger of a single story...



When reviewing texts / images, consider asking questions like:

What is/is not the lens?

Who is/is not being centered?

Who is/is not being humanized?

We can expand our "Windows & Mirrors" in regard to racial/ ethnic/ cultural representation, as well as gender, sexuality, ability, religion, socio-economic status, etc...

Racial Literacy:

How should (and should it not) be incorporated?

The How:

What is a sound framework for "racial literacy"?

There are many resources available...







"Racial Literacy" In Schools

- Developing "racial literacy" can be an academic (and social/emotional) pursuit; encouraging students to exercise critical thinking, and communication skills; to gain skills in reading/writing, textual analysis, forming and supporting their own world view, etc.
- Can be designed/incorporated into the classroom to best align with a school's existing curricula, set of values/mission, etc. It does not have to "replace" existing curriculum, but may amplify it, provide a lens...
- Lessons should provide intentional, racially diverse, positive and intersectional "windows and mirrors." Designed to help students practice/learn "to think," as opposed to telling them what to think. (Ask: Are we embracing nuance, complexity, and depth?)
- Students should gain nuanced views of self and enhanced ability to relate to others; to (better)
 understand their world and empathize with the experiences of others (i.e. not rooted in division
 or a deficit lens, rather aim for both individual affirmation and communal connection)

An essential framework: "Both/And"

"Both / And Approach"

(Examples)

- Understand that race is <u>both</u> biologically / genetically untrue <u>and</u> has measurable socially truth (especially useful when students learn biology)
- Understand <u>both</u> the efforts aimed to dehumanize <u>and</u> how we can/have rehumanized ourselves (especially useful when students learn history)
- Review <u>both</u> the efforts / policies / practices / mindsets of exclusion <u>and</u> the efforts / policies / practices / importance of inclusion (...social studies/history)
- Review <u>both</u> our similarities <u>and</u> our differences and how our differences are strengths (SEL connections; early childhood and beyond...)
- Provide <u>both</u> windows <u>and</u> mirrors (this is for the benefit of all, across time and place...)

What/who is voiced? What/who is valued?

- Is this work aligned with our mission?
- Are we clear with our messaging?
- For example, have we established discussion "guidelines / norms" for students (and adults)?

CELEBRATE

EMBRACE

ACCEPT

TOLERATE

Racial Literacy:

For the Humanities...

Racial Literacy can be supported by disciplines like the humanities — including Language Arts/English and Social Studies/History (i.e. from discussions of Identity, including the power of representation of voices, windows and mirrors, etc; to examples of how we teach historical figures such as MLK)

Example: Identity

What are we teaching?

Why are we teaching this?

How will we teach this?

Educator/Curriculum Questions for "Identity"

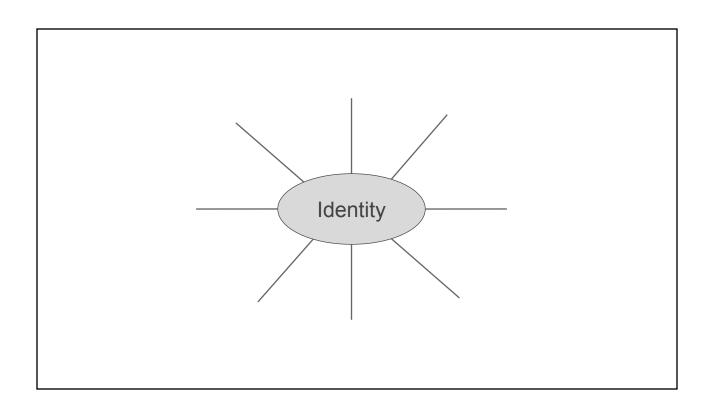
- What are my goals / objectives? The topics I teach?
 (The language, books/texts, and visuals that I use?)
- Why do I believe it is important (and developmentallyappropriate) for my students to discuss these ideas and/or learn these skills?
- How does this connect to what we already teach?
 What are my/our strengths? Areas to make change / improvements?
- How can I bring myself to this work?

Bridge from Classroom to Home

Parent/Guardian Questions for "Identity"

- What are my goals and values? The topics I discuss?
 (The language, books/texts, and visuals that I use?)
- Why do I believe it is important for my children to discuss these ideas and/or embrace these values?
- How does this connect to what they already know and/or their strengths and interests? When prompted, do they ask more questions / do they seem ready to continue?...
- How can I bring myself to this conversation/activity?....

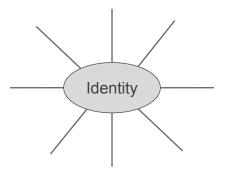
What is identity?*



Who am I? What makes me "me"? What is the story I want to tell?

What may you see when you see me?

How has my ____impacted my life?

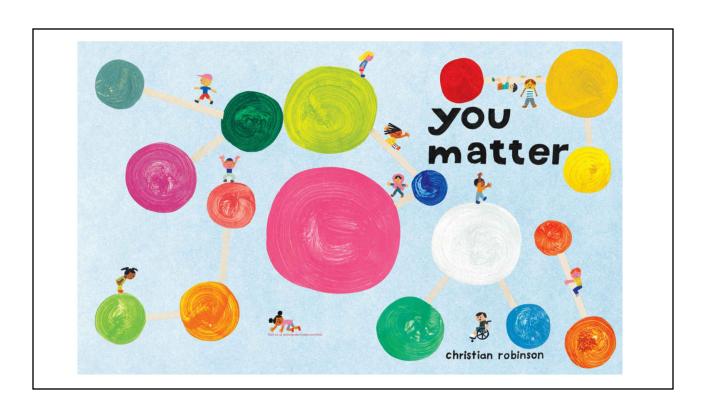


What may you not see when you see me?

What are other influences (identity-based and beyond) in my life

Example Framing for "Identity"...

"You Matter"

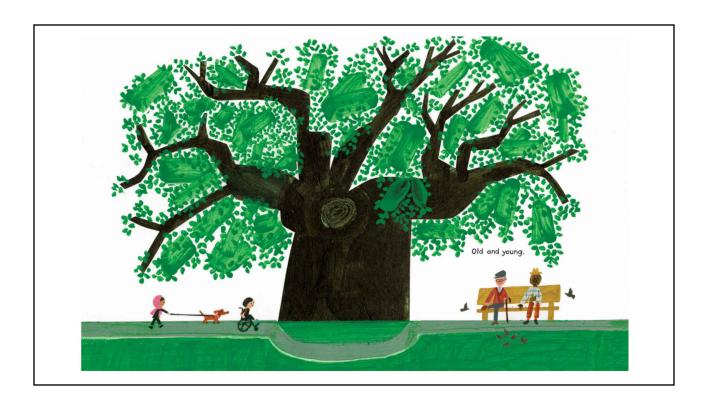


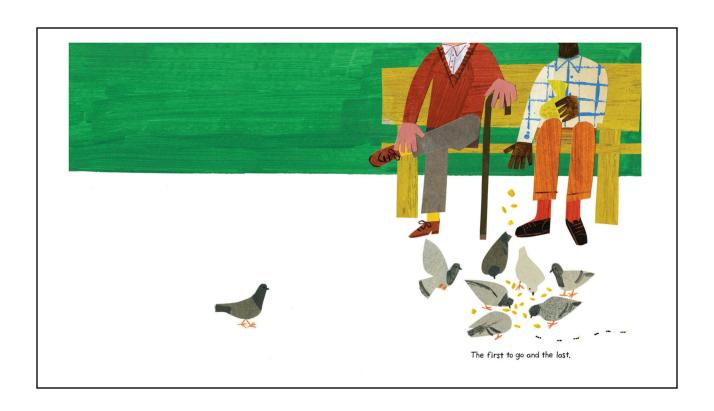


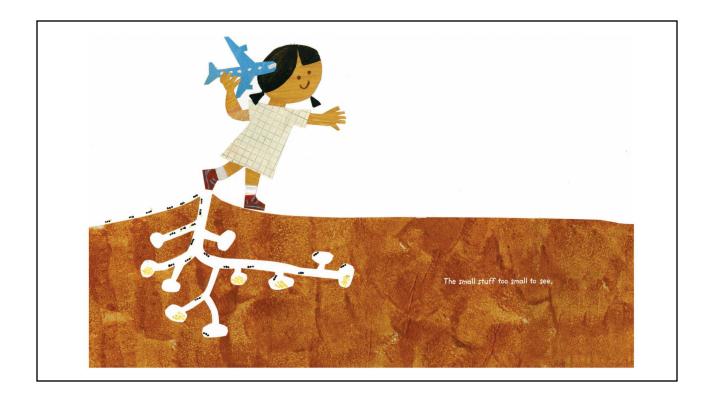






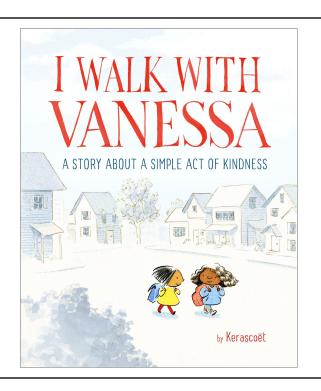


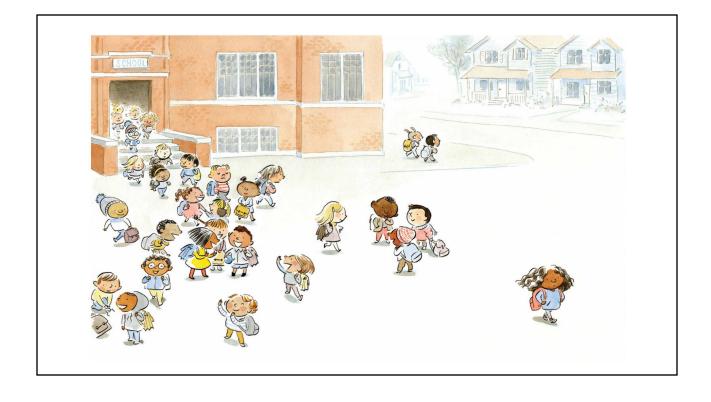


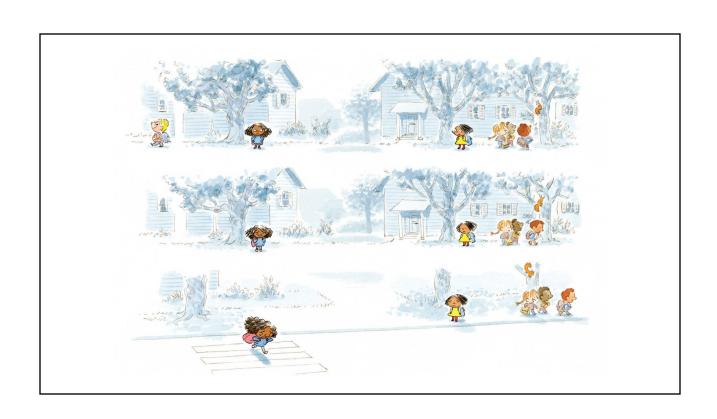


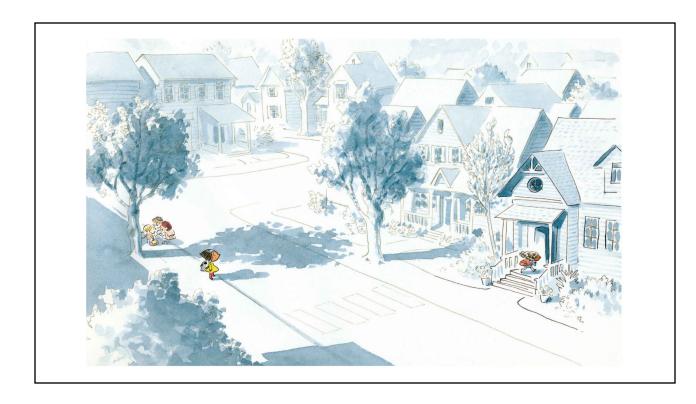


"We Matter"



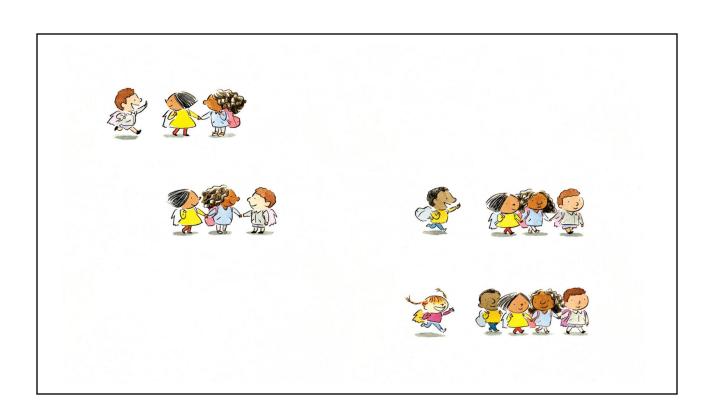


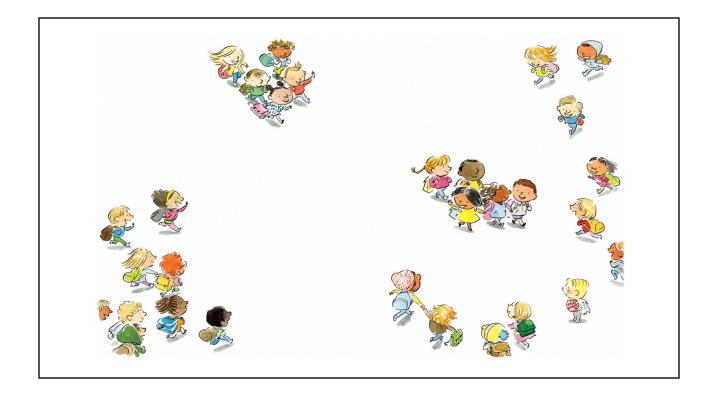


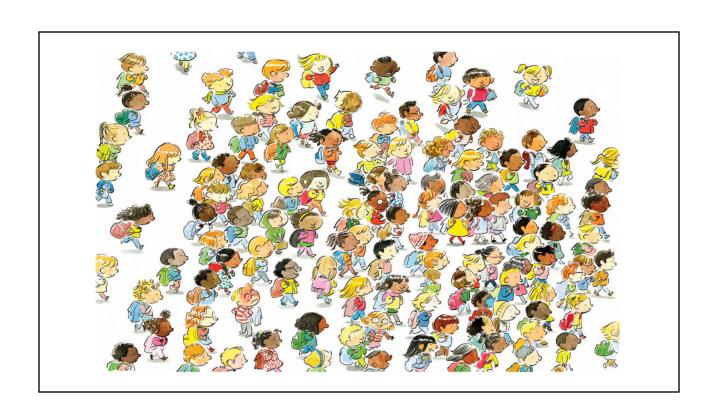


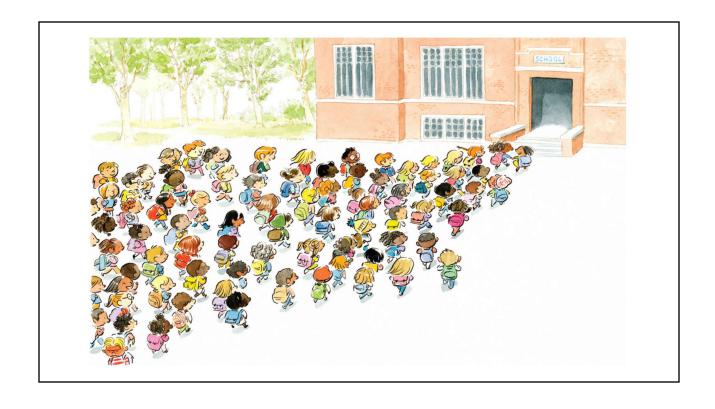






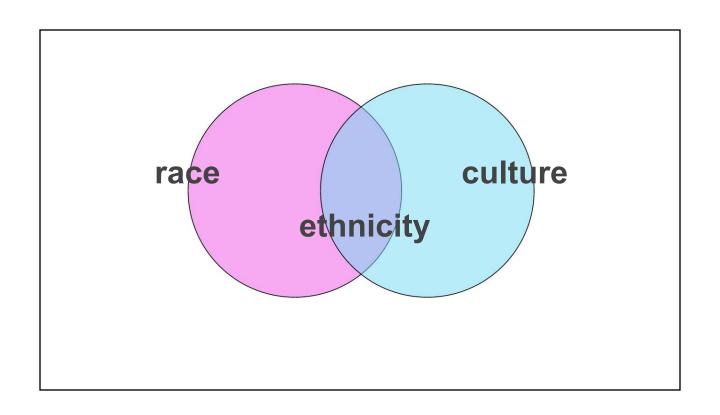






What/who is voiced? What/who is valued?

Race, Ethnicity, and Culture as a Part of Our Identities...



R.E.C. Identity Development for Young People:

Conversation of Skin (Colors)

Example: Skin (and Skin Colors)

What are we teaching?

Why are we teaching this?

How will we teach this?

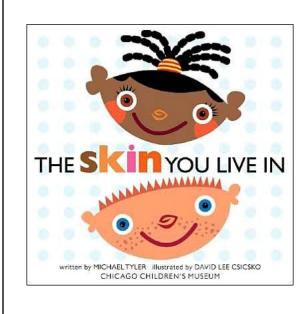
Example Questions:

- Why do we have skin?
- What is the function of skin?
- Why do we have different skin colors?
- How do we describe skin colors (i.e. for ourselves)?

Language Considerations:

- Students may be exposed to racial, ethnic, cultural terms (i.e. Black, African American, White, European American, Chinese, Nigerian, Native American, Mexican, Latinx, etc), but may not be able to speak to their own R.E.C. identity yet and that is okay...
 - It is recommended not to label children; let them identity themselves. And however they seem themselves, to encourage a positive reflection of self.
- When speaking of skin colors, consider the terms we use. For example:
 - o "Dark" compared to deep, warm, etc.
 - Shades of ____ (i.e. brown, etc.)
 - Associations with nature, food, etc. (avoid hierarchy & hyper-exoticization)

Example Resources to Discuss Skin Colors:





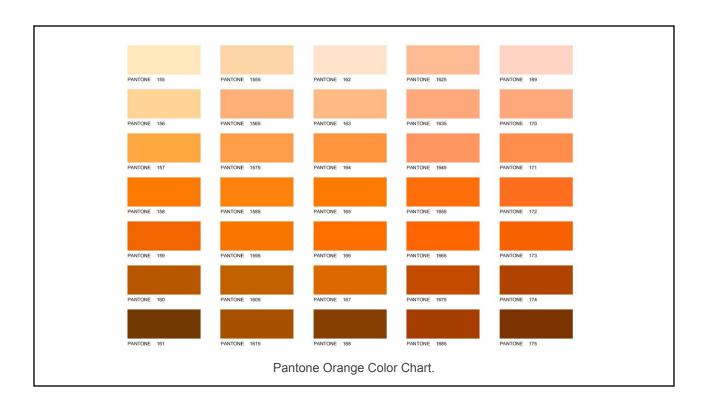


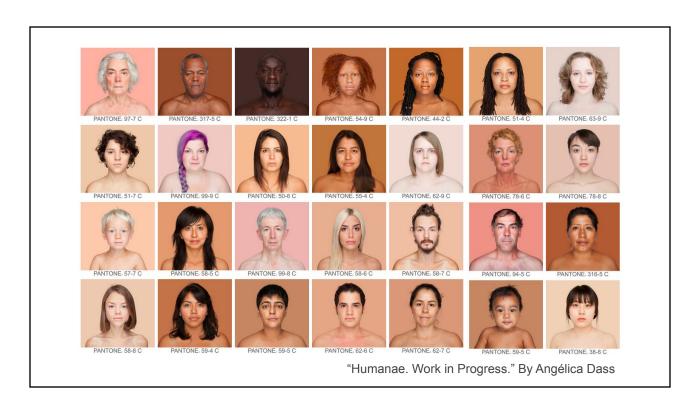
"The Skin You Live In Read Along," by Michael Tyler for Chicago Children's Museum Link: https://www.youtube.com/watch?v=iEvwTx-96Al



Text for Skin Color

- More scientific approach
- Describes reasons for having different skin colors (ancestors, sun, melanin)
- Utilizes photographs, as opposed to illustrations



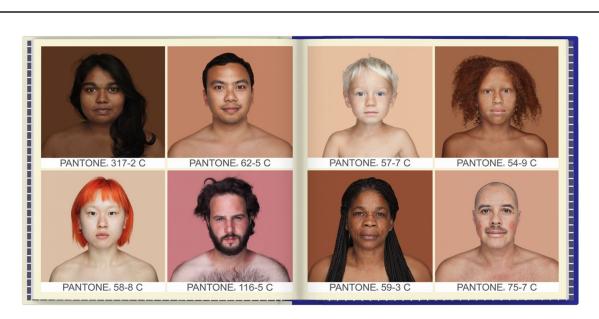




The Colors We Share, by Angélica Dass Expected publishing date: June 22, 2021



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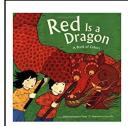
The Colors We Share, by Angélica Dass

How is the skin we live in a beautiful thing?

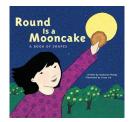


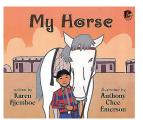
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We are **both** individuals **and** part of a larger community...



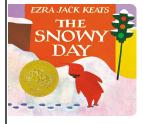






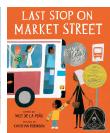


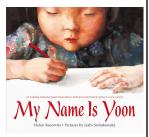
Windows and Mirrors: Who am I? Who are we? Who is part of our community?

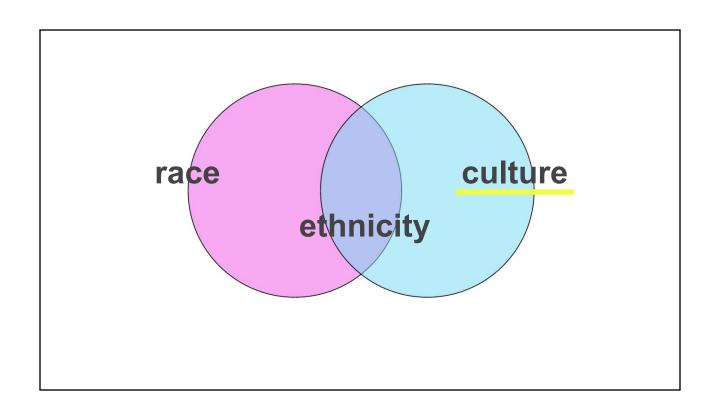




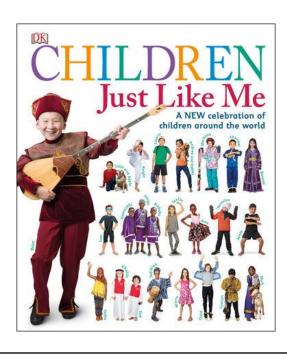








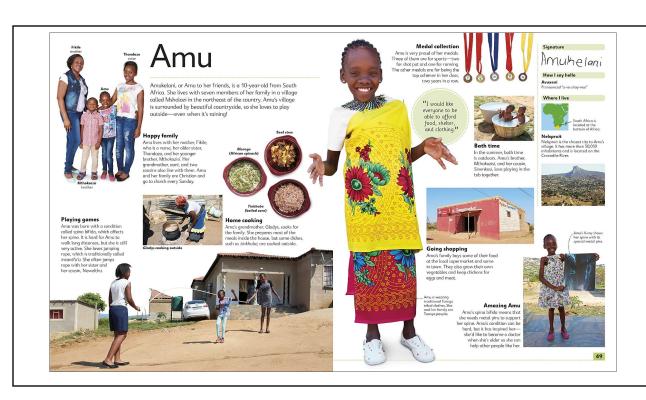
Utilize Both a Local And a Global Lens



- We all have culture(s)
- How do we think of our own cultures?
- How are we <u>both</u> similar <u>and</u> different from each other (including people in our own cities/towns and people across the world)?







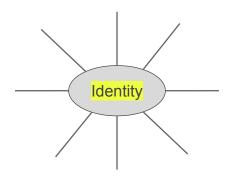




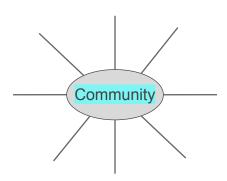


Conversations of identity can build community...

Who am I? What makes me "me"? What is the story I want to tell?



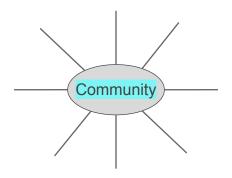
Who are we? What makes us "us"? What are the stories we want to know?



Who are we? What makes us "us"? What are the stories we want to know?

What matters to our various community members?

How do we (continue to) make space / time to listen?

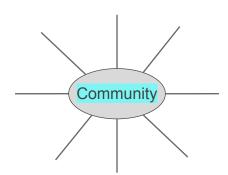


What are our shared values and norms? How do we "show" these?

How do we hold ourselves accountable?
How do we affirm?

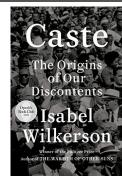
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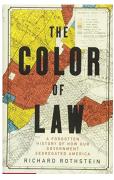
In what ways are we similar? How are we different?

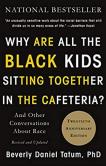


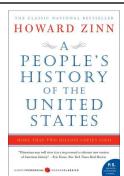
How do these differences strengthen our community?

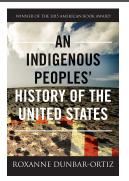
Resources:

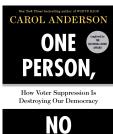




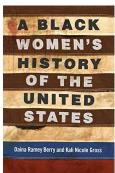


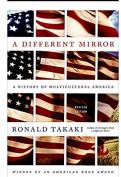


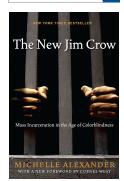


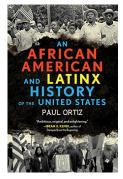


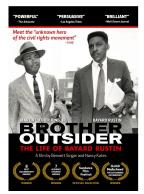
VOTE

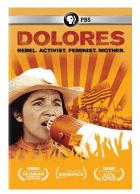


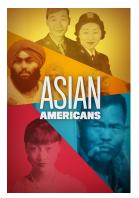
















What are my goals / values?
Why are we these my goals / values?
How will we teach / discuss this?