Response to Racism in Our Schools

Resources

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Background

ACSA’s vision is to serve educational leaders in the pursuit of equity and excellence to meet the diverse needs of all California students. ACSA has defined equity as providing students access to resources and opportunities based on their individual need to achieve high quality educational outcomes.

Recent events highlighted in the national and local media has reminded us of the deep impact of racism and other forms of oppression which has resulted in threats, derogatory language, violence, and even death. Students are witnessing history unfold, thus school staff can use this as a “teachable moment” around valuing and respecting differences, managing conflict that comes with differences, as well as facilitating student participation in social justice.

The recent events have prompted an urgency in ACSA to share resources with school leaders to support their efforts in addressing the needs of students who are impacted by the aspects of racism and other forms of oppression. The following information includes a few resources in forms of books, articles, speakers, professional development, and other tools that will assist school leaders in their courageous journey to lead for equity through reflection on personal and professional practices, facilitating difficult conversations with staff and stakeholders, as well as being proactive and responsive to the diverse needs of students and school community stakeholders.

Purpose of Equity Leadership

Educational data reveals numerous gaps including opportunity, access, achievement, service, and acknowledgment gaps. These gaps exist as a result of multiple factors including state and federal legislation and policy that were considered historical advancements but have currently yielded large gaps in outcomes for students. Also, busy educators often are mandated and driven by the current educational legislation and initiatives but lack time, resources, and even will to change practice and mindsets. The combination of these aspects often result in the perpetuation of these educational gaps. Thus, it is crucial that educators intentionally commit time and resources to professional learning that provides the opportunity to deepen belief systems and awareness of diversity in their schools which will result in empowerment to be proactive and responsive to the needs of the school community they serve as evident in closure of educational gaps.
Why now?

- LCAP, LCFF, and the new accountability system have moved us into a process of focusing on continuous improvement in the areas that reveal equity gaps. Multiple measures will reveal a need to redistribute funds and allocate them in innovative ways for the students who need it the most.
- Post-election climate including racial tension and fear of deportation in our schools around the state has impacted our students of diverse backgrounds. We have seen our students display various emotions from fear, confusion, to anger which may be contrary to some of the feelings of adults in our school communities. We have experienced numerous incidents recently that have challenged our adults in the school system to have to respond quickly and effectively. However, many may not have the tools to support the facilitation of discussions nor manage conflict that stem from cultural differences.
- Moral imperative to close educational gaps that have been evident in schools where some students have not been served well

**Free/Low Cost Resources**

**Professional Development:**

Museum of Tolerance (Free Educator Grant)

**PowerPoints/Webinars:**

- Post Election Crisis Communication Resources Webinar-ACSA Equity Project/Next 50 years Project
- Response to Racism in Our Schools Resources-ACSA Equity Project (being updated)
- Corwin Webinars - Cultural Proficiency, Education

**Article Links:**

Teachers Share Resources for Addressing Charlottesville hate Rally In the Classroom-Ed Week Teacher

What Do We Tell Our Children-Huff Post

What Racial Terms Make You Cringe?-NY Times.com

ACSA Ed Cal Newsletter-Black History Month Article

Strategies and Activities to Reduce Racial Prejudice and Racism-Community Toolbox

How to Reduce Prejudice Among Groups of Students at School-The Conversation

Don’t Be a Bystander-Help Eradicate Racism from Campus-The Conversation

Indigenous Students Skipping School To Avoid Bullying and Racism-The Conversation

Is My School Racists?-Teaching Tolerance
**Video Links:**

Webcast: Campus Conversations about Race with Dr. Beverly Tatum

Tim Wise-White Privilege, Racism, White Denial and the Cost of Inequality-You Tube

Dr. Jeffrey Duncan Andrade-Fools, Foes, or Freedom: Which One Will We Feed?-ACSA Leadership Summit 2015

Dr. Dorinda Carter Andrews The Consciousness Gap In Education-an equity imperative-TEDx Talks

Peggy McIntosh Interview-Racism in America

Pedro Noguera Interview-ACSA Superintendents' Symposium

Brene Brown: Empathy, Vulnerability-TEDx Talks

Michelle Alexander-The Future of Race in America-TEDx Talks

Verna Myers-Stop the Violence Against Young Black Men-TEDx Talks

**Tools:**

- Harvard Implicit Bias Tests-Project Implicit
- Cultural Proficiency Framework: Continuum, Essential Elements, Guiding Principles, and Barriers to Cultural Proficiency
- White Privilege: Unpacking the Invisible Knapsack Article
- White Privilege: Unpacking the Invisible Knapsack Article-facilitation tips
- Kirwan Institute for The Study of Race and Ethnicity

**Books/Articles/Research:**

- 10 Ways to Fight Hate: A Community Response Guide
- Can Equity Be Taught?-Carly Berwick
- ACSA Leadership Magazine: Focus on Assets-Dr. Randall Lindsey
- Culturally Responsive Teaching and The Brain-Zaretta Hammond
- Mixed Signals: Negotiating Multiracial Identity in High School Context-Dr. Shayna Sullivan
- The New Jim Crow: Michelle Alexander
- Cultural Proficiency: Manual For School Leaders-Lindsey, Nuri Robins, Terrell
- Fish Out of Water-Nuri Robbins
- Courageous Conversations about Race: Glen Singleton
- Blind Spot: Hidden Biases of Good People-Banaji, Greenwald
- The Inclusion Education Checklist-A Self-Assessment of Best Practices: Villa, Thousand
• **Equity Traps: A Useful Construct for Preparing Principals to Lead Schools That Are Successful With Racially Diverse Students**

• **The Academic and Social Value of Ethnic Studies—National Education Association**

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**Fee-based Resources**

**Speakers/Content Experts**

• Jeff Duncan Andrade—Researcher, Author, Educator, Professor  
  (Critical pedagogy, community responsiveness)

• Stephanie Graham—Retired ACSA Member, Educational Consultant, Author  
  (Cultural Proficiency: Overcoming Barriers, Cultural Power, Advocacy for the Oppressed)

• Ken Magdaleno—Executive Director of CLEAR  
  (Structural Racism, Stereotypes, Privilege)

• Tim Wise—Anti-Racism Activist and Writer  
  (White Privilege, Racism)

• Brian Stevenson—Executive Director of Equal Justice Innovative  
  (Lawyer, social justice advocate, founder of EJI)

• Michael Eric Dyson—Professor, author, radio host  
  (Race, culture, social justice)

• Peggy McIntosh—Fonder of Seeking Educational Equity and Diversity (SEED) Project  
  (Anti-racist activist, Feminist, scholar, author)

• Pedro Noguera—professor, author, researcher  
  (Educational Equity,)

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**Professional Development:**

[ACSA Equity Institutes](#)

[ACSA Equity Leaders Academy](#)
NASS Social Justice Certification Program

Epoch Education Online Courses

Organizations/Resources:

- Center for Leadership, Equity, and Research (CLEAR)
- Southern Poverty Law Center-Teaching Tolerance
- Equal Justice Initiative
- National Equity Project
- California Equity Leadership Alliance
- Education Trust West
- California Association of African American Superintendents and Administrators
- California Association of Latino Superintendents and Administrators
- Generation Ready
- West Ed
- Partners in School Innovation

Other Resources:

- California Professional Standards for Education Leaders (CPSEL 5)
- Black Minds Matter Report-Education Trust West
- Undocumented Students and Families Toolkit-CELA