What is Antiracist Education?

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Welcome
Acknowledgments

★ Buffett Early Childhood Institute---Kerry-Ann Escayg, Amy Schmidtke, Lisa Caudle, Kimberlee
★ You for committing to grow and develop professionally and personally
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What are we goals for this session?

★ Define key terms related to antiracist education
★ Identify reasons why antiracist education is needed in P-12 contexts
★ Outline a multi-dimensional framework for antiracist education
Warm up Polling Question:
How comfortable are you talking about/teaching about race right now in our current professional context?
What is my hope for this session?

Andrew M. Ibrahim MD, MSc
“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

- James Baldwin
Let's define some key terms related to antiracist education
Key Terms

- Race
- Racism
- Whiteness
- Equality
- Equity
- Antiracist Ed

“Language Matters...”
What do I mean by race?

★ Race is a **socially constructed** category that was developed by anthropologist to sort people based on skin tone or phenotype.

★ The problem with our current conceptualization of race is that it contributes to a hierarchy with White and “Whiteness” having more value and advantage than non-Whiteness.

★ “White is Right!!!”
What do I mean by racism?
What do I mean by racism?

★ A *system* of *racial* advantage and oppression that supported by *individual* and or *systemic* forms of power
What is another way to think about racism?

Prejudice + Power = Racism

Institutional Individual

“Can BIPOC be racist?”
What does systemic racism look like within the broader society?

Adapted from Frank Porter Graham Child Development Institute --- May 2018
What do I mean by Whiteness?

★ A way of being, seeing, and understanding in the world that centers white belief systems, customs, cultural practices, and language patterns as being normal and BIPOC as being abnormal

★ Whiteness provides material, social, and political advantages for Whites and disadvantages for BIPOC

★ Whiteness is the default in most systems and institutions

★ Whiteness is the considered to be standard by which everything else is judged (e.g. White schools, White neighborhoods)
What does white supremacy look like in society?
Are you a racist?

https://www.youtube.com/watch?v=jm5DWa2bpbs

“I Don’t See Color!”
Are you a racist?

Racist  
Non-Racist  
Antiracist  

HOW TO BE AN ANTIRACIST
IBRAM X. KENDI
What’s so bad about being non-racist?

- Does nothing to affect change
- White people have a specific role to play in ending racism
- Analogies:
  - Mandated reporting in child abuse cases
  - Watching my neighbors house burn down
You’re either part of the solution or you’re part of the problem.

Eldridge Cleaver
What is the difference between racial equality and racial equity?
Equality = Giving every child the same resources, time, and supports need to succeed in life and school

“Separate But Equal”

Barriers to success in school and life
Equity = Giving each child the specific resources, time, and supports they need to succeed

Barriers to success in school and life
What does racism look like in schools?

Overt Racism

Hate Crimes
- School Funding Formulas
- Office Referrals
- Dress Code
- Whitewashed Curriculum
- Deficit Mindsets
- Banking Methods of Teaching
- Linguistic Racism
- Excessive Force
- Maltreatment of Parents of Color
- Model Minority Myth

Covert Racism

Racist Jokes
- Colorblindness
- Achievement Gaps
- Expensive Child Care Costs
- Underrepresentation in Gifted Education
- Microaggressions
- Meritocracy
- School to Prison Pipeline
- Implicit Bias
- Tokenism

Hate Speech
- Hate Speech
- Overrepresentation in Special Ed
- All White Authors
- Low Expectations
- Tracking
- Meritocracy
- School to Prison Pipeline
- Implicit Bias
- Tokenism
What is anti-racist education?

★ A systematic, explicit, and proactive approach to recognizing, resisting, and reifying racial injustice and oppression in schools and society.
What theoretical traditions inform antiracist education?

- Critical Race Theory
- Critical Whiteness Studies
- Critical Ethnic Studies
Why do we need antiracist education in schools and classrooms today?
What do I mean by teacher thinking and actions?

★ According to NCES (2016) nearly 78% of the teaching force is White, middle class women
★ Studies suggest that White teachers often have implicit racial biases toward BIPOC
★ These biases result in low expectations, micro-aggressions, belief gaps, and low level and non-rigorous instruction for students of color

(Source: www.preventexpulsion.org/)

Implicit Bias is...

Attitudes, Stereotypes, & Beliefs that can affect how we treat others.

Implicit bias is not intentional, but it can still impact how we judge others based on factors, such as:

- Race
- Ability
- Gender
- Culture
- Language

In early childhood settings, implicit biases can affect how providers perceive and respond to children, which can lead to unfair differences in the use of exclusionary discipline practices, such as suspension and expulsion.
What do I mean by a ‘Whitewashed’ curriculum?

★ The voices, experiences and histories of BIPOC are missing, marginalized or misrepresented in the formal school curriculum

★ Much of what we teach is “Male, Pale, and Stale”

★ Decreases student engagement and self-worth

★ Curriculum violence is being committed in many classrooms

“Happy Slave Narrative”
What are some examples of ‘Curriculum Violence’?

Slave Letter Writing Activity

Pretend like you are a slave working on a Mississippi plantation.

• Write a letter to your family back in Africa or in another American state describing your life.
• You may discuss the journey to America, as well as the day-to-day tasks you perform.
• You may also want to tell about the family you live with/ work for and how you pass your time when you aren’t working.
• Write at least 3 paragraphs (5 sentences) in your letter.
Waxhaw Elementary School, NC
“Tweet from the Civil War”
#slaveryforlife

Black History Posters from Popular Curriculum Company
What about the literature that is typically accessible?

Representation Matters
Because Whiteness is the Default

DIVERSITY IN CHILDREN’S BOOKS 2018

Percentage of books depicting characters from diverse backgrounds based on the 2018 publishing statistics compiled by the Cooperative Children’s Book Center, School of Education, University of Wisconsin-Madison:
cbc.education.wisc.edu/books/pcstats.asp

Illustration by David Huynh, in consultation with Sarah Park Dahlen
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The CCBC inventory includes 3,134 books published in 2018. This graphic would not have been possible without the statistics compiled by the CCBC, and the review and feedback we received from Edith Campbell, Molly Seth Griffin, K. T. Haning, Debbie Reese, Ebony Elizabeth Thomas, and Madeline Tyner. Many thanks.
“Children need mirrors, windows, and sliding glass doors”
---Dr. Rudine Sims Bishop, Professor Emeritus
What do I mean by institutional programs and policies?

★ Studies point out that many of the “normal” policies and programs have a disproportionately negative impact on students of color.

★ “Zero Tolerance” disciplinary programs feed and further the “Preschool to Prison Pipeline.”

★ Students of color are overrepresented in special education and underrepresented in gifted and talented programs.
(2013) U.S. Department of Education, Civil Rights Data Collection (CRDC)

“DISPROPORTIONALITY”

Total Preschool Enrollment in the U.S by Race

- White: 39%
- Black: 43%
- Other: 18%

Suspensions by Race

- White: 26%
- Black: 26%
- Other: 48%
What do I mean by assessment?

★ Studies suggest that standardized tests are racially and culturally biased
★ Stem from “Eugenics Movement”
★ Standardized tests are often “weaponized” in ways that contribute to and advance educational inequities and disparities
★ Often lead to a narrowed and low level curriculum
What do I mean by parental engagement?

★ Studies suggest that racially, linguistically, and culturally diverse parents and families often report feeling alienated, mistreated and misunderstood by teachers and other school personnel
★ Makes it difficult for parents and families to be fully engaged in the educational processes of their children
How might schools respond to these issues in a robust, comprehensive and systematic manner???
Multi-Dimensional Framework for Antiracist Education
What changes to teaching might we consider?

★ Critically reflecting on race and racism
★ Replacing “colorblind” mindsets with “color-conscious” midsets
★ Identifying implicit racial biases and privileges
★ Develop and communicate high expectations for “all” students, regardless of race or background
★ Implement culturally responsive, sustaining, equitable, and humanizing pedagogies
What curriculum changes should we consider?

★ Centering the voices, perspectives, and histories of BIPOC and other marginalized groups in the curriculum
★ Conducting regular “equity audits” to assess and address opportunity and achievement gaps
★ Decolonize the cannon by centering diverse authors and texts
★ Center race and other justice issues in the curriculum
What changes to school policies and programs should we consider?

★ Replace “Zero-Tolerance” and militaristic disciplinary programs with “Restorative Justice” based programs
★ Provide access to more mental health and counseling services
★ Provide multiple pathways to gifted education and advanced placement courses and programs
★ Provide opportunities to children to move in, out, and across “ability group programs” (e.g. RTI, Guided Reading,
What changes to assessment should we consider?

- Focus less on standardized assessment data and more on holistic, authentic and performance based assessment.
- Incorporate “differentiated assessment”.
- Focus on “equity based” models of grading.

Accuracy
Bias Free
Motivation
Grading for Equity
What changes to parental engagement should occur?

★ Building school and family partnerships that are mutually beneficial, equitable, and culturally responsive

Adapted from The Dual Capacity Framework for Family-School Partnerships
Final Thoughts

“No one can do everything, but everyone can do something” --- TH

What part will you play in combating racism?