



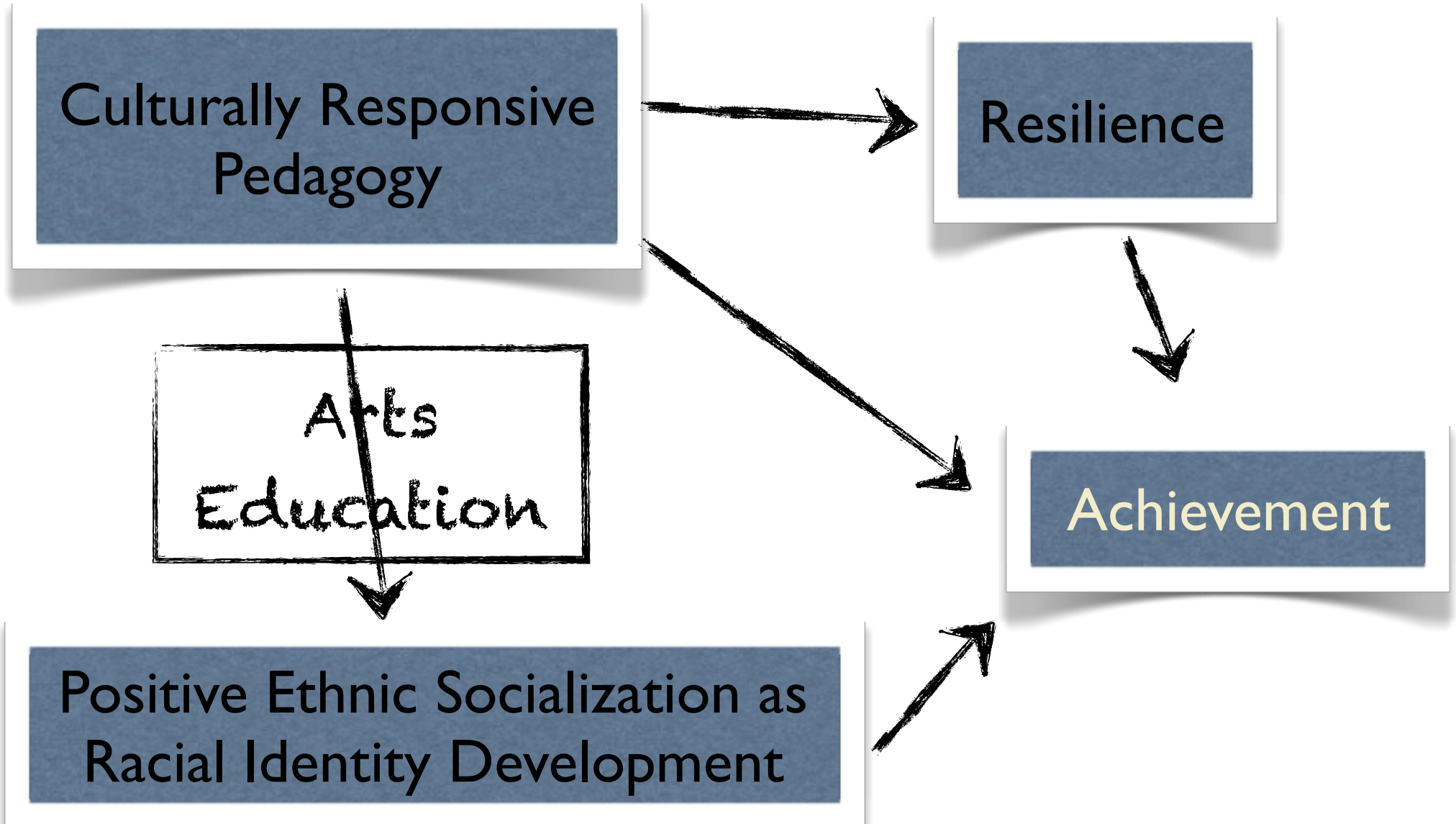
Understanding and Supporting Racial Identity Development

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Culture and Education Theoretical Model

From Hanley and Noblit, 2009



The Permanence of Racism

We start out with the assumption that we live in a society where racism exists. Further, we will not be able to get rid of racism in our lifetimes. We help students understand how racism works so that they can deal with it. To navigate the system, we can help them create a *counternarrative*.

Counternarrative... What's Your Story?

Every student needs their own path. Students of color cannot afford to let their story be written by stereotypes and statistics. A "counternarrative" is the student's own story. A counternarrative is the way someone navigates the tricky path of a racist society and finds a way to be successful.

Horizontal and Vertical Allies

As a young person pursues their counternarrative path, they need allies to support them on their journey. Horizontal allies are people who are traveling the path along with you. Vertical allies are people who have travelled the path before you or who can help you along your path.

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Vertical Allies:

- Family
- Mentors
- Teachers
- Coaches
- Role Models
- Heroes
- Older Students

Horizontal Allies:

Peers who help you on your counternarrative journey.

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Dialogue Skills

Talk About Race

- Speak Your Truth
- Stay Engaged
- Experience Discomfort
- Expect and Accept Non-Closure

Whenever race is an issue,
racism is an issue. And race is
always an issue.

=
Race = Racism ? Racist
≠

But, if racism is an issue, how do we
know if someone or someplace is being
racist? What does “racist” mean?

Both / And...

These topics are complex. Any time someone tries to make things an “either/or” choice, it’s probably not that simple. Instead, we try to explore how things can be “both/and”. For instance, a student might be both Mexican and American.

Yes, And...

Keep the conversation flowing by adding perspectives rather than disagreeing. Using words like “but” or “no” shuts things down. Try saying “Yes I see what you are saying, and my perspective is...”

Intention / Impact

“I didn’t mean it that way” isn’t an acceptable excuse. We always have to be accountable for our impact, even when it wasn’t our intention. “I’m sorry that I hurt you. Thanks for sharing your perspective.”









I Am the Difference

I respect
but do not define myself
by the color of my skin,
Because the me that you see
Is not the me that I am.

Let me introduce you to myself:

I am graceful, optimistic, and
rad;
athletic, courageous, and kind;
Creative, persistent, curious, and
fun.
Every day I learn the truth of my
story.

And whether you think I can
make a difference
Or not
Is beside the point.
The point is not what you think
But what I do.

Because once, when I was at
the movies,
In the mall,
At a restaurant,
In school,
Once, when I was anywhere at
all,

A teacher
A mentor,
A counselor,
A coach,
Said to me: You have potential
Said: I'm proud of you
Said: You will succeed
Said: Never give up your
dreams
Said: You can do it, you're
unique, you're talented, you
matter,
And all the other words we use
to say:
I love you.

I still remember.
It made a difference.
And I can pass it on.
I can make a difference

Because once I
Saw a student being bullied
Heard a kid who didn't speak
the language
Saw someone on crutches
Met a homeless person
Saw undocumented students
fighting for their rights

And instead of looking away
Or laughing
Ignoring it
Or acting like I didn't care
Pretending I was different

Instead of all the things I could
have done
I calmed everyone down
Offered to translate
Carried her bags
Handed the homeless person my
taco.
Stood up and said, "I'm
undocumented, too."

You can keep power for yourself
Or you can pass it on
I know which makes you
stronger.
Keep moving forward.
I have a purpose here.
I can make a difference
Because it's something I've
already done.

How about you?