Equity in Education Institute

Supporting Positive Racial Identity Development
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Working towards equity means...

Eliminating the predictability of success and failure that currently correlates with any social or cultural factor

Interrupting inequitable practices, challenging biases, and creating inclusive school environments for all
Equity Collaborative Transformation Frame

Equity and Oppression

Learning Theory and Culturally Responsive Teaching

Coaching and Facilitation

TheEquityCollaborative.com
Here’s what we’re going for TODAY...

**Session Outcomes**

- Engage in equity conversations that feel productive in order to gain a **new level of discourse about issues of oppression and privilege**
- **Examine implicit bias and racial identity** as a lens to support reflection and action toward educational equity
- **Increase cultural synchronization between schools and the families and students** they serve in order to develop stronger trusting relationships
Affective Opener

During this current crisis, we are all growing and learning in some unexpected ways.

Breakout Room Discussion Prompt:
What is something affirmative you have learned about yourself during the shutdown? How has that impacted you?
Affective Opener

Breakout Room Conversation ONE
Culture and Education Theoretical Model

From Hanley and Noblit, 2009

- Culturally Responsive Pedagogy
- Resilience
- Arts Education
- Achievement

Positive Ethnic Socialization as Racial Identity Development
Supporting Racial Identity Development

Blue Ribbon Mentor-Advocate
Seeking the Self through Art

https://youtu.be/ky8NNHkWoSw
The Voices of Youth

Breakout Room

• What did you hear from these students about their racial identities?
• What connections did you make between these students’ racial identities and the students that you are serving?
Stages of Racial Identity Development For People of Color

- **Pre-K to 9:** Similarities and Differences; Race Constancy
- **10-12:** Racial “Blindness”, Isolation, Misunderstood Discomfort
- **12-14:** Identity Exploration, “Racism”, Affinity Grouping
- **15-19:** Blending/Opposing/Transcending

-Beverly Daniel Tatum: *Why Are All the Black Kids Sitting Together in the Cafeteria?*
Tatum’s Identity Orientations

- **Blending:**
  - + Academic Success, Not in Trouble
  - - Disconnected from Community

- **Opposing:**
  - - Loss of Access and Opportunity
  - + Coherent and Positive Identity

- **Transcending:**
  - + Coherent and Positive Identity
  - - Exhausting

-Beverly Daniel Tatum: *Why Are All the Black Kids Sitting Together in the Cafeteria?*
What is Your Identity?

- Blending into whiteness
- Opposing whiteness
- Transcending whiteness

Which identity is the most comfortable for you?
Believe Them, Support Them

Breakout Rooms

Identify a young person with whom you find it difficult to connect.

How does your own racial identity impact your ability to listen to and support this young person?

How might you improve your ability to listen to and support this young person?
## Nine Elements of African-American Culture

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<thead>
<tr>
<th>Spirituality</th>
<th>Resilience</th>
<th>Humanism</th>
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<tr>
<td>Communalism</td>
<td>Orality and Verbal Expressiveness</td>
<td>Personal Style and Uniqueness</td>
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<td>Realness</td>
<td>Emotional Vitality</td>
<td>Musicality &amp; Rhythm</td>
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Dr. Wade Nobles
Supporting Racial Identity Development

Deonte Bridges
Graduation Speech

https://youtu.be/Q0Wcr82UOsw
The Voices of Youth

Breakout Rooms

• What examples did you see the Nine Elements of African-American Culture?
The Voices of Youth

Chat Room

• What do you think teachers and other school personnel did to help him develop a positive racial identity?
Practice: Your Anti-Racist Identity

Post session Reflection

What is the identity exploration you need to pursue in order to develop your anti-racist identity?

What is something that excites you about pursuing an anti-racist identity?
Learn More with the Equity Collaborative

• Visit the resources page on our website
  • theequitycollaborative.com/resources/presentation-resources/
• Join us for four more sessions this week:
  • Thursday: Critical Race Theory
  • Friday: Equity Movie Discussion
Final Reflections

In the Chat Box...

• What was helpful from today’s session?

• What would you change to improve this session?

• How are you feeling at the end of our time together?