School of Education

THE WILL TO CHANGE Series

Part I
CHECK IN

• A slide show is about to begin. The slides will loop twice.

• A brief video will start at 1pm and we will go live at 1:05 pm.

• Please introduce yourself in the Chat Room.
Update your on screen Zoom profile name
Please be sure to include your a) full name, b) teaching major, or university role, and c) department

1st Step
Go to participants and find yourself
It will be the only name tagged as ME

2nd Step
Click on the more icon and select RENAME
They type in your name and identifier details
The Will to Change series

Is Meant to open up dialogue among faculty, students and staff on anti-racist practices and polices in education.

How do we come together as a community to ensure we are not part of the problem of systemic racism?

This is Part I of a series
- Ideas for the next event are welcome.
- Issues that emerge during this initial conversation will help provide the foundation for future events.
AGENDA

- Welcome Remarks
- Keynote
- Creative Expressions
- Q&A and Panelist Discussion
- Ways Forward
“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

- James Baldwin
Racism is a visceral experience . . . it dislodges brains, blocks airways, rips muscle, extracts organs, cracks bones, breaks teeth.

You must never look away from this.

You must always remember that the sociology, the history, the economics, the graphs, the charts, the regressions all land, with great violence, upon the body.
Racial Disparities in School Discipline

Black students are 3-4 times more likely than their white peers to be expelled or face multiple suspensions from school.

Risk of Being Expelled
- Black
- White

Risk of Facing Multiple Suspensions

Source: U.S. Department of Education, Office for Civil Rights, Civil Rights Data Collection, 2009-10

American Institutes for Research | www.air.org
FUNDING DISPARITY BY RACE

“Do you think schools in (Black / Latino or Hispanic) communities receive the same amount of funding as schools in White communities?”

African Americans

<table>
<thead>
<tr>
<th>Year</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>9</td>
<td>83</td>
</tr>
<tr>
<td>2017</td>
<td>7</td>
<td>90</td>
</tr>
</tbody>
</table>

Latinos

<table>
<thead>
<tr>
<th>Year</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>26</td>
<td>61</td>
</tr>
<tr>
<td>2017</td>
<td>29</td>
<td>57</td>
</tr>
</tbody>
</table>
High School Graduation Rates By Race And Ethnicity (Percent) - 2018

- **ALL YOUTH**: 86.8%
- **ASIAN**: 92.5%
- **BLACK/AFRICAN AMERICAN**: 77.8%
- **CAUCASIAN**: 87.3%
- **HAWAIIAN**: 96.0%
- **HISPANIC/LATINO**: 82.5%
- **NATIVE AMERICAN**: 72.7%
- **TWO OR MORE RACES**: 78.9%
This is not the way things are supposed to be.

% of Kindergarteners Who Graduate from High School

- White: 91%
- Hispanic: 87%
- African-American: 62%
- Native American: 52%

And they do not have to remain this way.

The Civil Rights Project
Harvard University
“Even if I am eventually allowed to leave the dungeon, I will not consider myself free... I will not be free until all black people are free”

Angela Davis
I'm not saying
I'm gonna change the world,
but I guarantee that
I will spark the brain that
will change the world.

Tupac Shakur
WHITE FRAGILITY
WHY IT'S SO HARD FOR WHITE PEOPLE TO TALK ABOUT RACISM
Whites hold the social and institutional positions in society to infuse their racial prejudice into the laws, policies, practices, and norms of society in a way that people of color do not.
Suggested Curriculum

Can I TOUCH Your Hair?
Poems of Race, Mistakes, and Friendship
Irene Latham & Charles Waters
Sean Qualls & Selina Alko
OFFICER BRASSARD

When I watch the news, I can’t believe when I see people who could pass as my family being choked, pummeled, shot, *killed* by police officers. I remember the time when I tried to hop a chain-link fence, my low-top sneakers got caught, and I couldn’t get down. That’s when Officer Brassard happened to drive by. He stopped, helped me untwist myself, and promised to keep that embarrassing moment to himself. He even bought me a Popsicle later that day to help me cool off my shame, a gift for being awesome, he said.

Yet, when the police officers on TV are pale as a cloud, just like Officer Brassard, it makes my heart twist without any hope of being disentangled.
Time and again, powerful and brilliant men and women have produced racist ideas in order to justify the racist policies of their era, in order to redirect the blame for their era’s racial disparities away from those policies and onto Black people.
STAND AGAINST RACISM

NEW YORK TIMES BESTSELLER

HOW TO BE AN ANTIRACIST

IBRAM X. KENDI

NATIONAL BOOK AWARD-WINNING
AUTHOR OF
STAMPED FROM THE BEGINNING
“An unusually sensitive work about the racial barriers that still divide us in so many areas of life.” —Jonathan Kozol

WHY ARE ALL THE BLACK KIDS SITTING TOGETHER IN THE CAFETERIA?

And Other Conversations About Race

Revised and Updated

Beverly Daniel Tatum, PhD
Protest is not the end of progress, it is the beginning.

~ Lizzo
WHY WE ARE HERE

To start the first of an ongoing series of conversations.

- One size does not fit all
- Event + your response = outcome

To interconnect in a space with real size and time constraints

- If your voice is not heard at this event, let’s talk about how to ensure it is heard at the next event!
RULES OF ENGAGEMENT

• Listen and learn
• This is not about YOU
• Step up, step back
• Be respectful
• Remember: people are mourning
• No justice, without US
• With over **200** people our main interaction will be in the **Chat room**.

• Also **please send your love** to the speakers through the two “Reaction” buttons at the bottom of your screen.
CHECK IN

• This is the second loop of our slide show.

• A brief video will start at 1pm and we will go live at appx. 1:05 pm.

• If you haven’t done so already, please introduce yourself in the Chat Room.
Update your on screen Zoom profile name
Please be sure to include your a) full name, b) teaching major, or university role, and c) department

1st Step
Go to participants and find yourself
It will be the only name tagged as ME

2nd Step
Click on the more icon and select RENAME
They type in your name and identifier details
The Will to Change series

Is Meant to open up dialogue among faculty, students and staff on anti-racist practices and polices in education.

How do we come together as a community to ensure we are not part of the problem of systemic racism?

This is Part I of a series

- Ideas for the next event are welcome.
- Issues that emerge during this initial conversation will help provide the foundation for future events.
Welcome Remarks
Keynote
Creative Expressions
Q&A and Panelist Discussion
Ways Forward
“Not everything that is faced can be changed, but nothing can be changed until it is faced.”

- James Baldwin
Racism is a visceral experience . . . it dislodges brains, blocks airways, rips muscle, extracts organs, cracks bones, breaks teeth.

You must never look away from this.

You must always remember that the sociology, the history, the economics, the graphs, the charts, the regressions all land, with great violence, upon the body.
Racial Disparities in School Discipline

Black students are **3-4 times** more likely than their white peers to be expelled or face multiple suspensions from school.

Risk of Being Expelled
- Black
- White

Risk of Facing Multiple Suspensions
- Black
- White

Source: U.S. Department of Education, Office for Civil Rights, Civil Rights Data Collection, 2009-10

American Institutes for Research | www.air.org
FUNDING DISPARITY BY RACE

“Do you think schools in (Black / Latino or Hispanic) communities receive the same amount of funding as schools in White communities?”

African Americans

<table>
<thead>
<tr>
<th>Year</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>9</td>
<td>83</td>
</tr>
<tr>
<td>2017</td>
<td>7</td>
<td>90</td>
</tr>
</tbody>
</table>

LATINOS

<table>
<thead>
<tr>
<th>Year</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>26</td>
<td>61</td>
</tr>
<tr>
<td>2017</td>
<td>29</td>
<td>57</td>
</tr>
</tbody>
</table>

SHIFT IN NO FROM 2016: +7

SHIFT IN NO FROM 2015: -4
This is NOT the way things are supposed to be.

AND THEY DO NOT HAVE TO REMAIN THIS WAY.

% of Kindergarteners Who Graduate from High School

- White: 91%
- Hispanic: 87%
- African-American: 62%
- Native American: 52%

The Civil Rights Project
Harvard University
“Even if I am eventually allowed to leave the dungeon, I will not consider myself free... I will not be free until all black people are free”

Angela Davis
I'm not saying
I'm gonna change the world,
but I guarantee that
I will spark the brain that
will change the world.

Tupac Shakur
WHITE FRAGILITY
WHY IT’S SO HARD
FOR WHITE PEOPLE TO TALK ABOUT RACISM
Whites hold the social and institutional positions in society to infuse their racial prejudice into the laws, policies, practices, and norms of society in a way that people of color do not.
OFFICER BRASSARD

When I watch the news, I can’t believe when I see people who could pass as my family being choked, pummeled, shot, *killed* by police officers. I remember the time when I tried to hop a chain-link fence, my low-top sneakers got caught, and I couldn’t get down. That’s when Officer Brassard happened to drive by. He stopped, helped me untwist myself, and promised to keep that embarrassing moment to himself. He even bought me a Popsicle later that day to help me cool off my shame, a gift for being awesome, he said. Yet, when the police officers on TV are pale as a cloud, just like Officer Brassard, it makes my heart twist without any hope of being disentangled.
IBRAM X. KENDI, STAMPED FROM THE BEGINNING: THE DEFINITIVE HISTORY OF RACIST IDEAS IN AMERICA

“Time and again, powerful and brilliant men and women have produced racist ideas in order to justify the racist policies of their era, in order to redirect the blame for their era’s racial disparities away from those policies and onto Black people.”
STAND AGAINST RACISM

HOW TO BE AN ANTIRACIST
IBRAM X. KENDI

NEW YORK TIMES BESTSELLER

NATIONAL BOOK AWARD-WINNING
AUTHOR OF STAMPED FROM THE BEGINNING
Why Are All the Black Kids Sitting Together in the Cafeteria?

An unusually sensitive work about the racial barriers that still divide us in so many areas of life. —Jonathan Kozol

And Other Conversations About Race

Revised and Updated

Beverly Daniel Tatum, PhD
Protest is not the end of progress, it is the beginning.

~ Lizzo
WHY WE ARE HERE

To start the first of an ongoing series of conversations.
• One size does not fit all
• Event + your response = outcome

To interconnect in a space with real size and time constraints
• If your voice is not heard at this event, let’s talk about how to ensure it is heard at the next event!
RULES OF ENGAGEMENT

• Listen and learn
• This is not about YOU
• Step up, step back
• Be respectful
• Remember: people are mourning
• No justice, without US
With over 200 people our main interaction will be in the Chat room.

Also please send your love to the speakers through the two “Reaction” buttons at the bottom of your screen.