



**Brought to you by the Garrett Park Elementary
PTA, D&I in Action Committee**

Amber Coleman-Mortley | @MomOfAllCapes

What is GPES D&I in Action?

The Garrett Park Elementary School D&I in Action Committee welcomes and works on behalf of all families throughout the school; promotes cross cultural awareness; embraces diverse thinking, styles, interests and needs of our school community; and promotes inclusive and equitable parent and student involvement in the school's vibrant social and cultural life.

Connect with **Dana** (danakgoodson@gmail.com)

Connect with **Eddine** (eddine.mureke@gmail.com)

Racism functions like a puzzle.

**Each piece fits together perfectly
to create a picture that looks
great to some people but does
not look great for others.**

Anti-racism vs. Racially Unbiased

“Upstander” vs. “Bystander”

- **Anti-racism** is fighting racism, pure and simple.
- **Anti-racism** is investigative work: It's standing up to racist intolerant bullies and understanding why black and brown people aren't present in certain experiences or hold positions of power in organizations.
- **Anti-racism** requires us to acknowledge that racism is a cancerous force in our society.
- **Anti-racism** is not anti-whiteness
- **Unbiased** (definition) - free from bias especially : free from all prejudice and favoritism : *eminently fair an unbiased opinion*
- **Racially Unbiased** though aspirational, requires human traits that are impossible to attain because each of us has our own opinions based on our own lived experiences.
- **Racially Unbiased** can also mask itself as *not racist or colorblind*
- **Racially Unbiased** is a personal and introspective passive process versus external and societal set of action items.

Anti-Racist Communities Ask Better Questions

- **“Me” Centered Questions:**

- What do **I** need to change so that **we** can move forward?
- How do **I** evolve my thinking so that **we** can evolve our practices?

- **“We” Centered Questions:**

- Who needs to be at the table? Why aren't they here right now? Where do we need to go to find them?
- What do we do about voices that take up too much space?
- What do we do with feedback?
- How do we advocate for and empower each other?



Natural curiosity is ok. It's ok to ask questions. It's ok to ponder or wonder about people that look or live differently than you do... It's not ok to make others feel uncomfortable that they do not conform to your social norms.

MomOfAllCapes

Parents... Confront You Own Racial Bias

- **Be a role model.** Identify and correct your own racially biased thoughts, feelings, and actions.
- **Have a wide, culturally diverse social network.** Encourage your children to have diverse circles of friends, as well. This lends itself to engagement in multicultural activities and experiences.
- **Travel and expose your children to other communities.** This can help them understand that there is diversity in the world that might not be represented in the community that you live in.
- **Get involved in your child's school, your place of worship, and politics.** Parents who are involved in this way are better able to advocate for fair treatment of racially marginalized groups and raise awareness of race issues in other groups.

Contribute to Community Growth!

- **Challenge** community norms and the way things have always been done
- **Dismantle** any sense of entitlement masked as hard work or righteous achievement
- **Decentralize** our own experiences and point of view
- **Create** opportunities that invite people in and allow them to bring their authentic selves no matter how different that may be
- **Provide** opportunities for Black, Indigenous, people of color to lead
- **Do** the research; cultural competence is your responsibility
- **Ask** people what they need rather than decide what you believe they need or want
- **Accept** feedback - listen with intention and without offense

Learning About Race with PK - 4th

Expose kids to...

- Diverse stories, narratives, histories, and perspectives
 - books, movies, storytellers, museums, cultural centers, holidays and celebrations
- Diverse people in decision-making / powerful positions
- Diverse toys and games

Continually challenge...

- Media interpretation of BIPOC folks
- Ideas about poverty, education, and expertise

Learning About Race with 5th - 12th

All the stuff from PK - 4th +++++

- Expose kids to the reality of the impact of race
- Hold open and honest discussions that engage critical thinking
- Encourage civic problem solving in your local, state, national, and global communities
- Inspire the pursuit of interests layered with an equity lens
- Support the healthy skepticism when it comes to media representation of communities of color or poor communities
- Discuss how historically coalitions were built to solve racism and the ways we build on that work

Increasing the Home-School Connection

- Build bridges not obstacles
- Create space for resource sharing and co-learning
- Create safe spaces that encourage cultural sharing amongst community members
- Address social events through providing space for community discussion, community healing, and community civic engagement
- Follow best practices around culturally relevant narratives and provide opportunities to educate parents on the power and importance of culturally relevant narratives
- Bring the parent community along on the diversity, equity, and inclusion journey - this is an evolving and growing community experience
- Emphasize humility, listening, and openness
- Support the efforts of the D&I action committee within the Parent Association

Additional Resources, Reading, and Listening

*For expanding our understanding of race and
the impact it has on all of us*

Learning to Speak the Language

You hear terms in the media, in books, or in conversation, but what do they actually mean? These resources can provide clarity.

- **Racial Equity Tools Glossary of Terms:**

<https://www.racialequitytools.org/glossary>

- **Structural Racism at a Glance:**

<http://www.eraseracismny.org/resource-center/teaching-tools>

Books and Reading Lists (for all ages)

Keep reading for deeper understanding! Keep exploring narratives that are not your own.

- **Books for Littles, *Igniting the Kind and Vibrant Leaders of Tomorrow***: <https://booksforlittles.com/category/spotlights/>
- **Multicultural Children's Books**:
<https://multiculturalchildrensbookday.com/multicultural-reading-resources/>
- **Social Justice books for teens** Boston Public Library:
<https://bpl.bibliocommons.com/list/share/129831741/1649514943>
- **Repairing America Series and Workshops** Boston Public Library:
<https://www.bpl.org/repairingamerica/>

Podcast Episodes on Race and Privilege

A few good listens for families and educators alike.

- **Talking to Kids... About Race - Let's K12 Better Podcast Episode:** (family friendly 3rd -12th grade)
<https://letsk12better.buzzsprout.com/1036873/4024115-talking-to-kids-about-race>
- **Let's Talk About... Blackface:** (family friendly 4th - 12th grade)
<https://letsk12better.buzzsprout.com/1036873/7807555-let-s-talk-about-blackface>
- **Hate, Hurt, Healing & Hope: AAPI Educators Teaching for Justice:** (family friendly 3rd -12th grade)
<https://letsk12better.buzzsprout.com/1036873/8241771-hate-hurt-healing-hope-aapi-educators-teachin-g-for-justice>
- **Understanding Privilege + Centering Empathy | Episode 222:**
<http://www.edityourlifeshow.com/amber-coleman-mortley/>
- **Seizing Freedom, NPR:** <https://www.npr.org/podcasts/948170667/seizing-freedom>
- **Nice White Parents Podcast:**
<https://podcasts.apple.com/us/podcast/nice-white-parents/id1524080195>
- **Seeing WhitePodcast:** <https://www.sceneonradio.org/seeing-white/>

Understanding Privilege and Whiteness

This is a complex, possibly uncomfortable but very necessary conversation and understanding.

- **Who Gets to be White? A Semi-Brief History of Whiteness in the United States**
<https://www.the-exponent.com/who-gets-to-be-white-a-semi-brief-history-of-whiteness-in-the-usa/>
- **Multiracial in America: Who Gets to be White?** By Jeremy Gordon
<http://www.hopesandfears.com/hopes/now/politics/217005-multiracial-in-america>
- **Column: In the midst of a racial reckoning, I'm wondering: What does whiteness mean?** by Frank Shyong
<https://www.latimes.com/california/story/2020-06-15/frank-shyong-racial-reckoning-im-wondering-what-does-whiteness-mean>
- **“White Privilege: Unpacking the Invisible Knapsack”** by Peggy McIntosh:
<http://convention.myacpa.org/houston2018/wp-content/uploads/2017/11/UnpackingTheKnapsack.pdf>
- **EdBuild 23 Billion Report:** <https://edbuild.org/content/23-billion>
- **White immigrants weren't always considered white — and acceptable** by Brando Simeo Starkey
<https://theundefeated.com/features/white-immigrants-werent-always-considered-white-and-acceptable/>

Understanding Privilege and Power

How does access create more opportunity and access? How does that impact different people in different ways?

- **How to Understand Power** by Eric Liu
https://www.ted.com/talks/eric_liu_how_to_understand_power?language=en
- **NY Times Faces of Power:**
<https://www.nytimes.com/interactive/2020/09/09/us/powerful-people-race-us.html>
- **Motherhood So White: A Memoir of Gender and Parenting in America** by Nefertiti Austin
<https://www.amazon.com/Motherhood-So-White-Parenting-America/dp/1492679011>
- **How the nation's growing racial diversity is changing our schools:**
<https://www.washingtonpost.com/graphics/2019/local/school-diversity-data/>
- **Stop Acting Like Racism Ends With This Election:**
<https://citizen.education/2020/11/06/stop-acting-like-racism-ends-with-this-election/>
- **The LA Times' Reckoning on Race and Our Commitment to Meaningful Change:**
<https://www.latimes.com/opinion/story/2020-09-27/los-angeles-times-reckoning-on-race>

Connect with Amber

Social: @MomOfAllCapes



Site: www.MomOfAllCapes.com

Email: acmortley@gmail.com

Podcast: <https://letsk12better.buzzsprout.com/>

Newsletter: <https://bit.ly/LetsK12BetterMail>