“Moving from Safe to Brave Space”
-Dr. Tyrone Howard, UCLA-

Four Agreements

1. Stay Engaged
2. Experience Discomfort
3. Speak Your Truth
4. Expect/Accept Non-Closure
Racial Equity in the Education

What Does Racial Equity Mean?
- Racial Equity is not racial equality
- Giving students of color what they need when they need it
- Some students of color need more than other students of color
- Student success is demonstrated in diverse ways
- Intentional shifts in mindset, policy, and practice that prioritize the interruption of institutional racism.

What are the challenges to Racial Equity?
- Historical inequities
- Resistance to change
- Privilege/Entitlement of those who have the potential to oppress
- Implicit bias
- Microaggressions
- Stereotypes
- Institutional Racism

What actions create Racial Equity?
- Changing policy and practice that provide access and opportunity
- Shifting resources to those who need more
- Building positive relationships amongst all stakeholders
- Empowering marginalized stakeholders
- Shifting mental models

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Why do racial equity gaps exist?

1948
Educational Testing Service is formed, merging the College Entrance Examination Board, the Cooperative Test Service, the Graduate Records Office, the National Committee on Teachers Examinations and others, with huge grants from the Rockefeller and Carnegie foundations. These testing services continued the work of eugenicists like Carl Brigham (originator of the SAT) who did research “proving” that immigrants were feeble-minded.
What Does Racial Equity Mean?
What Does Racial Equity Mean?

We believe racial equity means that every student, specifically, students of color, receive what they need to develop to their full academic or social potential. Working towards racial equity involves:

- Ensuring equally high outcomes for students of color in our educational system; removing the predictability of success or failures that currently correlates with any racial, social, or cultural factor
- Interrupting inequitable practices, examining biases, and creating inclusive multicultural school environments for adults and children
- Discovering and cultivating the unique gifts, talents, and interests that every human possesses.

-Adapted from the National Equity Project-
Nicole Anderson and Associates Consulting, L.L.C.
“Solving the problem of racism is America’s unfinished agenda, and it must be regarded by educators as a moral imperative.

-Asa Hilliard-

Solidarity with BLM

Rage, Fear

400 YEARS OF INSTITUTIONAL RACISM

SLAVERY (1619-1865)
BLACK CODES (1865-1866)
KKK (1865-)
JIM CROW (1877-1954)
REDLINING (1934-1968)
WAR ON DRUGS (1971-)
MASS INCARCERTION (1973-)
THREE-STRIKES-LAW (1993-)
What are the barriers to racial equity?
Unpacking Race & Racism

• Race - a social construct that artificially divides people into distinct groups based on characteristics such as physical appearance, ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the political needs of a society at a given period of time.

• Racism: Racism is a system in which one race maintains supremacy over another race through a set of attitudes, behaviors, social structures, and institutional power. Racism is a “system of structured dis-equality where the goods, services, rewards, privileges, and benefits of the society are available to individuals according to their presumed membership in” particular racial groups. A person of any race can have prejudices about people of other races, but only members of the dominant social group can exhibit racism because racism is prejudice plus the institutional power to enforce it.

Adapted from existing resources including Aspen Institute, Ohio State-Kiwan Institute for the study of Race and Ethnicity, and more from glossary of terms
Institutional racism refers to the policies and practices within and across institutions that, intentionally or not, produce outcomes that chronically favor, or put a racial group at a disadvantage. Poignant examples of institutional racism can be found in school disciplinary policies in which students of color are punished at much higher rates than their white counterparts, in the criminal justice system, and within many employment sectors in which day-to-day operations, as well as hiring and firing practices can significantly disadvantage workers of color.
Racial Equity Defined

Racial equity refers to what a genuinely non-racist society would look like. In a racially equitable society, the distribution of society’s benefits and burdens would not be skewed by race. In other words, racial equity would be a reality in which a person is no more or less likely to experience society’s benefits or burdens just because of the color of their skin.

This is in contrast to the current state of affairs in which a person of color is more likely to live in poverty, be imprisoned, drop out of high school, be unemployed and experience poor health outcomes like diabetes, heart disease, depression and other potentially fatal diseases.

Racial equity holds society to a higher standard. It demands that we pay attention not just to individual-level discrimination, but to overall social outcomes.

Adapted from existing resources including Aspen Institute, Ohio State-Kiwan Institute for the study of Race and Ethnicity, and more from glossary of terms
C.A.P. Moment:
C=Confirm, A=Ask, P=Provoke

Inequality Race Video

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