In the last year, I have learned ____________ about race and racism.

that it must be exhausting for BIPOC folk to have to live with the fact that white folk still don't all agree this is something we need to talk about

not to be afraid to think boldly

In the last year, I have learned that many don't care about racism as evident by the many incidents in the news.

that it is incredibly complicated and layered as we dive deep into conversations

I learned that anti-AAPI hate is more prevalent than I realized.

that it is insidious because it is not always obvious

the on-going deadly consequences

How to think of this work as self-care and a form of liberation

That it is essential that we no longer say that we are color blind and fully acknowledge that each race is treated differently in society and culture.

That racism is evident in places we don't expect it

That it's better to talk and work through it

It is critical to practice and lean into the discomfort.

that there are deep-rooted and unfounded prejudices so very much alive still

It is very much alive!

I have learned more about the history as well as the science and genetics that are related to race and racism

that it is a part the entire fabric this country is built upon

wide ranging, challenging.

That no one necessarily has the "right" answers about how to address race and racism and all of the ways that it manifests in our society and even just within our community.

more about the daily ongoing impact of the trauma of race and racism

that American society makes it hard to have high hopes

that even really young kids can learn
that aspects of the anti racist movement have been co-opted by neoliberal corporations, and reactionarily opposed by many even mainstream conservative thinkers

practice, practice, practice
is fundamental to learn about and to eradicate systemic racism

We need to continue to SPEAK boldly and act.
Being nice will not help. We will find ourselves in the same boat in 20 years if we do not have real conversations.

how easy it is to be unmindful (blind) to the structural depth of racism in America

That racism is embedded into so much of our day-to-day lives, including how our students experience their day-to-day, and how much it is layered into everything we do at school

The system is cyclical I see repeating patterns.

In the last year I learned a lot about what is invisible and my own blind spots.

How tempting it can be to feel like "there's not enough time" to address race and racism. And how urgent it is that the work happen anyway.

That racism has such an impact on how some people physically feel

It's more about education than it is training. — ANONYMOUS

that there is always more to learn and more work to do

that there is so much I didn't realize

it runs deep in EVERYTHING that we do and we have a responsibility as educators to share the harsh reality of the BIPOC and LGBTQIA communities with our students in addition to sharing ways that they can be an ally

how pernicious racist ideas that are ingrained in our culture peek out even when we don't want them to

history repeats itself

older millennials are disappointly racist

to make time available to listen to the students

to be vocal and to push other white folks to join me in the work

being constantly judged and scrutinized has to be exhausting

Many of our (white) families are really not on board with what we're doing or trying to do. Ironically, they call themselves "woke"

I still have a lot to learn

Power will not give itself up by itself

The term "red-lining," which I'm surprised I hadn't heard before

Racism isn't always obvious, but it can be passive and it's evident in more places than I knew. It is cultural as well. Keep practicing through discussions

Communication is key
it's incredibly vital to have discussions
others making effort to communicate
way more perspectives

Ways that I want to continue my journey to learn and to be in dialogue about race and racism

I want to get better at listening to and appreciating the experiences of others without feeling the need to react, fix, etc.

continue to seek out other people's stories, especially through fiction

I want to learn more about appropriate ways to have conversations with lower school students. It can be really hard when not all families tell their child about current events. I never know if it's appropriate to share a big event such as the George Floyd verdict with a student whose parents decided not to.

keep on open mind about different approaches

how to communicate effectively and meaningfully about sensitive topics

reading more

I have a list of anti-racism and equity books and films I am trying to work through but I find I often put them aside as I get distracted by life. I would like to make them more of a priority

ways to continue to dismantle the explicit and implicit expressions of racism in the D-E community

The Asian experience of racism is real and requires listening for it  — ANONYMOUS

― ANONYMOUS

continue to think out of the box so I can see racism where I might previously passed it by
continue to develop my eyes ears and hands to eradicating it.

Continue considering my professional practice through the lens of equity and anti-racism.

I want to be better at giving generosity to folks in different stages of this work

That it goes DEEP

a never ending struggle

Feel more confident discussing difficult topics in the classroom

Continuing the conversation, and being the change I want to see in the world.

Suggest ways that people can go beyond being an ally. We need co-conspirators.

practical ways to relate to students and help guide students

To continue to find ways to make the subject a priority in my curriculum

I learned the importance of being honest and open with my students as well answer questions they have. Lower school students are just as curious about this work and I’m glad a found ways to create space to talk about it in a kid friendly way

I want to continue to learn how to have challenging conversations with my students and colleagues. I want to make sure my students
know I am an ally and a support to them.

Continue to open my heart.

Keep on open mind about different approaches
try not be afraid to tell my story because it helps our students and my colleagues

do more explicit work with white students

learn more about the reconstruction era, and its continuing impacts

Not sure exactly, but really I just want to keep learning more about how it impacts our society and what can be done to "make it better"

I want to learn more about appropriate ways to have conversations with lower school students. It can be really hard when not all families tell their child about current events. I never know if it’s appropriate to share a big event such as the George Floyd verdict with a student whose parents decided not to. — ANONYMOUS

Learn how to address racism through my curriculum

Exhausting

We keep talking about the issues rather than solutions so I have to figure out how to cope

Learn how to be a real ally

weave it into the academic curriculum more

I want to learn more about intersectional issues related to racism.

How to support Black boys as deserving of being youth while respecting their growing agency as young adults. Honoring them as "young men" without *dis*respecting them as if they’re adults with adult expectations

How I can teach anti-racism and racism awareness in my classroom through my curriculum

keep reading. esp from BIPOC authors

I will continue to be who I am:

[individual action] One way I will work for racial equity in my work in the coming months is...

[collective action] One way I hope DEI as an institution will work for racial equity moving forward is...

[individual action] One way I will work for racial equity in my work in the coming months is...

Writing Curriculum to teach children about anti-racism and the skills to make change when they see racial or social injustice.

reading, research

Not rely on the school to bring up global issues -- provide opportunities for learning and discussion in my lessons

Leveraging my identity to engage students who don’t think issues of race apply to them.

Name it when I see the adultification of black children

Embracing ideas that take risks and put us outside our comfort zones

Yes to this! — ANONYMOUS
Embracing ideas that take risks and put us outside our comfort zones

Keeping racial equity at the forefront of my curriculum development

raise up unearned privilege to be recognized by those who have it to better understand those that don’t

Developing skills as a facilitator of conversations with other white folks

making sure to recognize the intent and impact of my actions

leveraging marginalized identities as a 'foot in the door' toward organizing for racial justice on a classroom scale

Model for white students how to show up as an ally

Making it a more intentional part of what I do each day

Fine tuning my curriculum in terms of antiracism

Work on electives that make our literature curriculum more inclusive.

Implementing a Social Justice unit for Reading Workshop and Writing Workshop … excited to bring this to our 4th graders.

Continued reflection and intentional learning/practice.

Rooting out perfectionism as a goal - finding ways to connect ideas to avoid compartmentalizing

Curriculum development amongst grade levels and divisions.

keep myself in check when I think I have the “white right” answer

Have the courage to address even the little things in inconvenient times- teachable moments aren’t by request

questioning more

Continue to learn/educate myself

find more story books for young children that feature people of color (NOT just books about "we are all the same; we are all different.")

I need to spend more time listening.

continue to integrate DEIB into my curriculum

Allow more opportunities for students to be heard

[collective action] One way I hope D-E as an institution will work for racial equity moving forward is…

have spanish translation of website for prospective parents

Work on academic placements and analyzing how they are equitable (or not) by race & gender

Equitable grading practices

One great suggestion came up in my group which was to have the students or parents record the way all of the names are pronounced
Keep putting in the work!
It's clear to me that we have to keep the conversations going at a pace that brings about transformation.

continuing to have workshops like this to promote conversation between colleagues in different divisions.

Continue to discuss issues of equity as arising in most every book I teach and in daily global issues.
I would like the D-E community to give students more opportunities to talk with peers (probably in small groups) about their backgrounds, experiences, fears, hopes...related to diversity

Individuality & High Expectations
I hope ALL teachers treat each student as an individual and hold high expectations for ALL children. Please don't be surprised when BIPOC make academic milestones or mature.

Continue having these conversations and engaging in anti-racist work as a community

parent involvement

Continue to care for each other as we strive for justice.

In hiring, we need to be more proactive in getting a wider, more diverse faculty

Think about our CP/Honors/AP tracking

Funding student educational evaluations for those in need.

Bringing back the community-reading programs (all-school read, "Community of Readers") that have dropped away over the pandemic year--and considering themes of racial equity within them

Funding and supporting the broadening and deepening of our DEI work by promoting more advanced, leveled work for folks at different places in their careers and in their DEI practice/work

To "keep the foot on the accelerator" and don't ease off or switch to a new issue (as we sometimes do)

Targeted deprogramming/ de-radicalization strategy toward ideologically white boys

Funding
by continuing to make space for the difficult conversations.

Doing restorative justice for kids who slip up, making lesser offenses teachable moments

Work with families to ensure that they hold our values and share our commitment towards diversity, equity, inclusion and belonging

Spend more meetings like this & use email for logistical things

Help teachers by giving them

curriculum development and planning across grade levels

offering more learning resources to those who cannot afford it

We need to revamp our report card. – ANONYMOUS

Having a place for students to report bias and inequity experiences so they can be
Having a place for students to report bias and inequity experiences so they can be addressed within the community through conversation and change

Yes, we need a system for bias incident reporting — MIRANDA BUGGS

This is important both for justice and for possibly less affected people to recognize there is still work to be done — BILL CAMPBELL AT D-E

Spending Money More Equitably

keep working toward greater diversity in positions of leadership

Financial aid

build more space into student and staff schedules next year for this kind of work to seem like part of the day, and not like it has to be "Extra" on top of normal (academic) workload

Not seeing liberal as woke and conservative as racist... this isn't political, it's humanity

resources to support choice in assessments

address inequities in learning accommodations

To involve families in this work... offer more workshops, bookclubs, etc... and offer them by division

D-E should bring in unconscious bias training to help us all understand our blindspots.

Ask the police to leave campus

continue to call out microaggressions to make the environment feel safer to all

Hire POC, especially male

Highlight students' voices...that is what we are all here to do-educate, learn with/from and support students.

make it a requirement for parents to join in the conversations

Having a place for adults to report privately

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