

padlet

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## D-E's journey

Share your thoughts.

MIRANGELA BUGGS MAY 05, 2021 05:10PM

**In the last year, I have learned \_\_\_\_\_ about race and racism.**

**that it muse 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**

*that there was a lot I didn't know, understand and/or realize — ANONYMOUS*

**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 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 is 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.**

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

**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.

*This also applies to the US (where I teach)! — ANONYMOUS*

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**

**community**

**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**

*thank you for this reminder* — ANONYMOUS

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 I 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**

**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 DES as an institution will work for racial equity moving forward is...

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**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.**

*Yes to this!* — ANONYMOUS

Name it when I see the adultification of black children

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

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### 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**

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**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...**

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**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*

in their home (student and parents). This would be so helpful. — ANONYMOUS

### 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

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 identitarian 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 addressed within the community through conversation and change**

*Yes, we need a system for bias incident reporting. — MIRANGELA 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 DE*

**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 accomodations**

**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 campuus**

**continue to call out microagressions 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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