

Meeting with Administrators or School Board Members

Guidance:

Be relentlessly positive. Present yourself as a partner who has constructive solutions for solving contentious and divisive issues in the school and community.

Some things you might say:

- I'm grateful that the school is working to fight racism and bigotry in all of its forms.
- These are serious issues that are dividing our school and standing in the way of creating a healthy learning environment for all students, regardless of their skin color or background.
- We are committed to anti-racism through a constructive approach that appeals to our common humanity.
- We can help bridge divides and re-establish trust and unity.

Current Resources and FAIR's Approach

Ask about what resources the school is currently using in developing or implementing DEI curriculum.

Some things you might say:

- Some approaches to DEI can create division and dehumanize individuals by treating them as representatives of identity groups rather than full humans. This kind of DEI can intensify polarization, foster mistrust in the classroom, and get in the way of healthy learning environments.
- A pro-human approach to anti-racism, inspired by Dr. Martin Luther King, Jr, builds bridges and heals divides within the school community.
- Pro-human anti-racism emphasizes that every student and educator is a unique person, while also recognizing our common humanity. Our approach does not flatten individuals into stereotypes, but instead treats all with dignity and respect as intrinsically valuable human beings with their own unique personalities.
- Recognizing all students and educators as intrinsically valuable human beings will help build a sense of inclusion and belonging so that all, regardless of group identity, can fulfill their academic and human potential.

FAIR Solutions:

Share information about FAIR programming, including FAIRstory curriculum, FAIRDiversity training for staff, FAIR High School clubs, and FAIR's model equity statements and board policies. Explain that your grassroots chapter is supported by our nonpartisan, politically inclusive national organization that is promoting pro-human values in 100 chapters across the country and Canada.

Some things you might say:

- We would like to work with you to bring FAIR's constructive approach to our schools or district.
- We offer **FAIRstory Curriculum**
 - We value open inquiry and constructive dialogue around difficult and contentious issues. We believe that students should learn about contemporary and historic racism from diverse sources and with diverse perspectives. This way, students can weigh different perspectives and develop the ability to think critically.
 - FAIR developed its FAIRStory curriculum to empower students to confront racism and bigotry, which depend on a dehumanizing emphasis on racial difference. Our approach focuses on fairness, understanding, and our common humanity.
 - FAIRstory does not view America through a triumphal or cynical lens, but instead presents an honest account of the past and present, teaching students to think for themselves by engaging deeply with original sources, multiple perspectives, and opposing viewpoints on important events.
- We offer **Fair Diversity Training** for staff.
 - FAIR Diversity is a pro-human approach to DEI training, based on the science of cognitive bias.
 - FAIR Diversity helps bridge divides by building team cohesion, mitigating conflict, and fostering healthy relationships within our community.
 - FAIR Diversity promotes unity and understanding across differences. It is adaptable to our school's needs and priorities.
- We offer additional programming for our district, including:
 - **FAIR High School Clubs** for students who would like to explore and understand complicated issues in a supportive environment that emphasizes understanding and constructive dialogue.
 - The **FAIR Schools** program, which helps schools that want to commit to civil discourse and the exploration of multiple perspectives in curricula and programs.
 - We also offer model equity statements and board resolutions