

Educators

Strengths / Opportunities

Educators' cultures and the lenses that come with it need not be static, which itself is a strength and opportunity for personal growth and potentially an opportunity to enlarge the collective sense of culture and our obligation to it.

which they teach content, skills, mindsets to students. There's an opportunity for educators to interrogate this lens with students and model how to think critically about how one's culture and identity perpetuate

When we practice a culture of love as educators we connect through relationships that are like the interwoven roots of trees.

Educators have a unique opportunity to bring awareness to injustice and the history of inequality.

Weaknesses / Threats

As educators we consistently hold up many of the characteristics of white supremacy. <https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>

work in the past, without the safety and freedom to investigate whether the triumphs of yesterday support necessary changes for today and tomorrow, threaten and limit educators' ability to enlarge the sphere

own identity and culture perpetuates injustice and inequity, the educator can teach and model problematic, harmful and dangerous ideas, behaviors and actions. The educator can intentionally or unintentionally harm students and families

There can be a culture of individualism isolates educators or that creates a wall between the educator and "real world".

Students

Strengths/Opportunities

Weaknesses & Threats

Curiosity/openness to cultures different from own

There is an opportunity for students to rally themselves around linguistics like memes or TikTok videos.

strong sense of inquiry and interest into their classrooms. They are open to hearing, listening and understanding about their own culture and identity as well as others. They want their teachers to help them cultivate their

students can teach the teachers

"In-group" versus "out-group" - clubs/teams, culture/race, age/grade-level, academic achievement, etc

Labels/stereotypes that students are given and that they give themselves

Damage and trauma already inflicted may inhibit learning and trust

students come from homes who intentionally or unintentionally perpetuate dangerous and harmful beliefs about others' and other cultures. Students often agree with what they hear, see, witness, and

and they look for permission and guidance from much of everything and everyone around them. So, culture and all that flows into it sets students on a path that's either broad and inclusive - or narrow and antithetical to a

Families

Strengths/ Opportunities

Family provides an opportunity for cross-generational sharing of lived experiences.

students about values, beliefs, mindsets and help them formulate ideas about themselves and others. Their children grow up in our communities and the school system. They have a profound impact in our

Increased parent connection to the classroom

"status quo" of the nuclear family

Increased parent connection to the classroom (nervous teachers)

Families are often the last cultural connection students have before they enter the proverbial schoolhouse gate. Students comes to us from what they left.

Weaknesses & Threats

fundamentally disagree that DEI work and concepts should not be taught in schools and that classrooms should remain "neutral," the resistance can be overwhelming and/or silence teachers working to change

Staff

Strengths & Opportunities

Respectful curiosity & inclusion of all

ESSO Diversity books to spark conversations among staff members

Opportunity to share multiple perspectives around topics

If trust and respect between staff members is solid, change can happen more efficiently. If there is a culture of continued learning and growing amongst staff members, there is room for new ideas and risk-taking.

Weaknesses & Threats

Colorblindness

It's a norm in the workplace to not share ideas or beliefs that may be deemed controversial (tied to characteristics of white supremacy)

Lack of confidence with DEI topics

isolation to one another. If the culture of the school is isolating, new ideas do not spread across the school and dialogue is not had. Do not believe in the importance of DEI work and believe it's the "indoctrination of the far left" and

Administrators

Strengths & Opportunities

Weaknesses & Threats

Setting behavioral norms

Hiring DEI Director

Creates culture of school and leads school through its vision and strategic plan. Has the ability to recruit and hire a diverse and anti-bias workforce.

Can have the chance to create/guide new policies for just outcomes. Conceptualize and apply liberating structures together with other stakeholders.

Silencing of voices

Recruiting educators of color

parents/guardians and need to uphold the status quo, lack of self-knowledge regarding DEIJ topics, prioritizes other aspects of running a school such as standardized tests or the budget. Could create culture of silence or isolation in

May keep things going the way "it has always been done". May work within a chain of command.

School Board

Strengths & Opportunities

Weaknesses & Threats

Setting the tone around how schools and places of education are discussed and viewed in the community.

Members of the school board are on the DEI committee

Advocate for a fair and just budget and for creating a new role (E.g. Director of DEI). Community members who have a dedication to improving school system and a unique lens into the system without being in the system.

Silencing of voices

No people of color on the school board

of the far left* and not support having a DEI Director or the work in schools. They could have their own agenda and stop the work from moving forward for monetary reasons. Overall, a lack of diversity on the School Board

Community

Strengths & Opportunities

Weaknesses & Threats

Develop a culture of appreciation

Racial Unity Team community sessions

Newly formed coalitions through Racial Unity Team and active participants. With an academic town (PEA) and in "high-performing" school district, there are access to a lot of resources and social/political capital.

May embrace a culture of learning and growth. May have intergenerational discussions. Technology may allow access to ideas/people outside of their in-person experience

Perfectionism and competition between communities for the "better schools" defined by test scores, etc.

white privilege of avoiding conversations about race

May expect school and learning to look/be "traditional". May be starting the journey of learning more about the beauty of our differences.

Long racist history including a present KKK group, predominantly white/lack of diversity, which means white supremacist culture as a whole is not usually challenged, denial of the truths and reality of BIPOC.

How have you been using the guidelines since our last meeting?

I try a lot more yes/and instead of yeah, but...

I have tried to be more uncomfortable with potential or perceived disagreement and misunderstanding around sensitive topics.

I have been on alert, right or wrong, for things that seem to (unintentionally) induce shame under the guise of reflection.

I have been thinking about process in a world of "content delivery".

I have been examining how intent isn't an excuse for impact and possible harm that I may have caused.

This
←--

I have been going back in emails and deleting every. time. I. write. "but." (so I replace it with "and":)

This is my first meeting:) I look forward to listening to how others have done.

I have been trying to "try on" different perspectives and come to conversations with curiosity instead of judgment or assumptions.

the tension between "intention" vs. "impact" is something I am asking my students about with our current text

I have been working on recognizing/catching myself using the binary thinking of but/or and rather trying to use the both/and. It's amazing how often it has come up for me and I know I'm not even catching myself all the time!

I have thought more my own discomfort (and trying to be ok with it) during disagreement.

I have been more aware of the impact my words can have and therefore tried to be more accurate in my language.

Yes! I had a very productive conversation with a loved one around a disagreement we had by using the yes/and guideline.

I have been trying to be more conscious of not using but and reworking how I say some things. I've also tried to be careful of how I respond to a frustration knowing that the other person is probably frustrated as well

Using "both/and" with my colleagues and trying to be more aware of the impact of my words and actions

Considering how assuming or guessing someone's intent can shut down a conversation and make your words or experiences or thoughts possibly appear less valid to others - particularly if you guess or assume incorrectly.

Using perspective and empathy in my interactions with others

Responding to the attack on the Capitol Personal Level

the whole event left me sick to my stomach.

I was horrified, depressed, and scared. It was an attack on basic values. The response was so racist. It reflects a disturbing historic trend that is being legitimized through lies and Trump.

I am horrified that White supremacists were allowed to assault our Capitol and threaten our democracy. I believe they were motivated by fear of losing privilege in a multicultural society.

I was angered at the ease of breaking into the building without police force.

I timed it to see how long it would take before someone claimed "not all the people in the Capitol were Trump supporters". Didn't take long.

I believe that a nuce and confederate flag have clear racist meanings.

I feel an overwhelming responsibility as a teacher--I can't help but feel like our education system somehow failed us and the results were plain as day

I feel that the insurrection was a horrific display of white supremacy. I felt sadness by the violence and hate; our country has not made progress and we are sadly a divided nation. It hurts my heart.

Shocked and not surprised, saddened without losing all hope, angry and choosing strategy over blind reaction.

I believe that our country is better than this.

I am angry and sad that insurrectionists were allowed into the Capitol to harm people they believed did not agree with them / share the same perspective.

I saw an attack on pluralistic democratic life. I was saddened by the violence and hate.

I am confused, annoyed, angry... This is something that has not happened in America in a long time and I believe it should not have gotten as far as it did.

I am sad and angry.

I have felt horrified, disgusted, deeply saddened, angry, and vindicated. Witnessing the police and other elected officials promote, fuel and permitted the insurrection to happen. I feel a sense of responsibility for it as a white person.

I feel the insurrection was another piece of evidence of the United States' deeply ingrained white male supremacy.

I am worried that folks who do not attend to politics in the same way I do will not understand the reasoning behind why the insurrection occurred. It could provide plenty of opportunities for facts to be distorted.

Responding to the attack on the Capitol Interpersonal Level

police and rioters in stark contrast to the policing and brutality BLM protesters faced this summer demonstrates oppressive behaviors. The justification of the insurrection as "not causing as much violence or harm as

I feel people need to make the connections to prior biases to this premeditated insurrection and the impact of not having equity.

I'm irritated that Elizabeth from Knoxville (one rioter) wanted sympathy for being maced. White privilege.

I want to be able to try to understand how things over time came to be for the insurrectionists that they were able to do this, while honoring each other enough not to turn away from the deadly lies controlling them.

I think it is important for all people to understand the impact of this event. How people are treated in this country is vastly different, even in a truly dangerous situation.

I witnessed the interpersonal beliefs of the attackers/insurrectionists that they would be safe from harm from law enforcement while acting in a violent way.

differences in how authority figures (police) interacted with protesters in the Capitol vs. BLM protests around the country. Clear discrepancy in communication between those who refer to "protesters"

excused this traitorous behavior and want to move on so quickly for the sake of unity. I think it is uncomfortable for many White Americans to recognize that this was White Privilege on display and so want to move on to

I am horrified by insurrectionists screaming "THIS IS OUR HOUSE!" at the Capitol. More white privilege and ignorance regarding who TRULY built the Capitol.

We need to be honest with language and name 1/6/21, the insurrection at the U.S. Capitol Building, as a domestic terrorist attack.

I am sure to be clear in my language when discussing the riots in the capital to use terms like, "insurrection" and "riots". I communicate with hundreds of people weekly, and feel I can make an impact.

I feel that I haven't done enough-haven't spoken up enough or talked to enough people or written my legislators enough. People of goodwill need to stand together.

Responding to the attack on the Capitol Institutional Level

practices for People of Color and Whites. We need to look at the assumptions we make about danger from each group. We also need there to be consequences for intentionally spreading lies to incite a large

There was a decision to not have a militarized police force presence at the capitol despite the intel on the protest turned insurrection.

It seems that there is a mindset for some that to interpret things how you wish is okay.

Some or at least one person in power could have changed the events or the length of the event, but chose not to intervene.

I've been to DC enough to know the "rules, policies, procedures, practices and systems" associated with the Capitol...how easily they were eschewed for white rage

We need a way to support truth being shared and lies being named.

This event shows the impact of systematic racism

supremacy, nationalism, "economic anxiety," runaway social media profit-making - and commit as public institutions to ideals and actions not only to combat these forces but create public spaces that

Our system needs to be examined and racist practices and policies eliminated.

Guns and gun culture were clearly at play here - kettling, mass arrests, etc., just didn't happen, mostly because of concern about concealed firearms - our institutions are great at enforcing laws upon some groups, not so much others.

I feel the lack of protocol was evident. Turning a blind was also evident.

across America in addition to vast economic disparities. Those that live in one "world" don't understand and cannot empathize with the others. Until there is more empathy and understanding, there will never be political

To not send the National Guard sooner to assist speaks to our system in the government.

Brown bodies and bodies who support Black and Brown bodies and lack of policing of white bodies. Police fueling and promoting and permitting insurrection while using force against protestors saying,

There is a break between those who want "white minority rule" and white people who want white autocratic rule. It's up to everyone else to lean in hard to create structures of liberat

Responding to the attack on the Capitol Cultural Level

I see what the white majority were able to get away with; danger and terrorism.

I see that Fox news is calling the events "chaos" and I hear people describing the rioters as looking like their uncle or co-worker or friend. They are all somehow forgivable while Black people are seen as violent.

The story of the disaffected, discouraged, downtrodden lower class white male who needs our understanding and deserves space to be heard is back.

I feel the police did not take this seriously. Taking selfies with the oppressors. I feel the death count would have been great if they entered the room.

look at the unwritten rules that media follow about reporting things that are known to be untrue or are simply unsubstantiated. The "people are saying..." brand of evidence in news reporting needs to end as we can see

I am intrigued to follow how the conversation around "cancel culture" and the removal of reckless & hateful voices from social media platforms evolves

I am worried about people who say "This was not motivated by racism." The hate groups who led the insurrection were white supremacists and anti-Semitic. That cannot be ignored.

The rest of the world is disappointed with us:(

The news outlets did not name the insurrection an insurrection or a coup until later in the evening. Calling this domestic terrorism and not mass shootings domestic terrorism, which are mostly executed by white males.

NOTICING BIASES, STEREOTYPES, PREJUDICES

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Counselor corrected his language "didn't do nothing"

"You need to educate yourself"

The counselor telling the boy, "You need to get better friends."

DEIJ Director Hiring Rubric - Room 1

