

MSD of Wayne Township District Equity Team

Board Report
August 24, 2020

We Are Wayne!



No Elephants

We have been talking about No Elephants in the room...
No Elephants allowed.

If you have been with DET for any amount of time, you know we have been talking for awhile

The goal is not to keep talking about elephants without making the conversation a lifestyle.

Some would say a lot of talk and little action, is all it appears we do, but in order to address the elephant in the room, it has to start with you.

No matter how difficult...let's talk about culture, let's talk about poverty, let's talk about gender, language, undocumented immigrants, ableism, and race. When we have these courageous conversations, it is the elephant we begin to first name and then face.

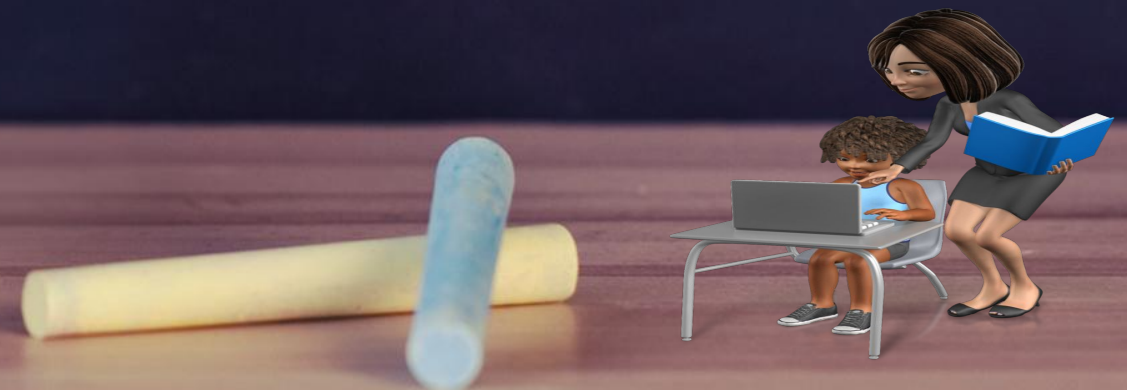
Once we name it, face it, an action we can plan.
NO Elephants allowed and that is where we stand.
D. Harris, Ph.D.





2019-2020 Objectives

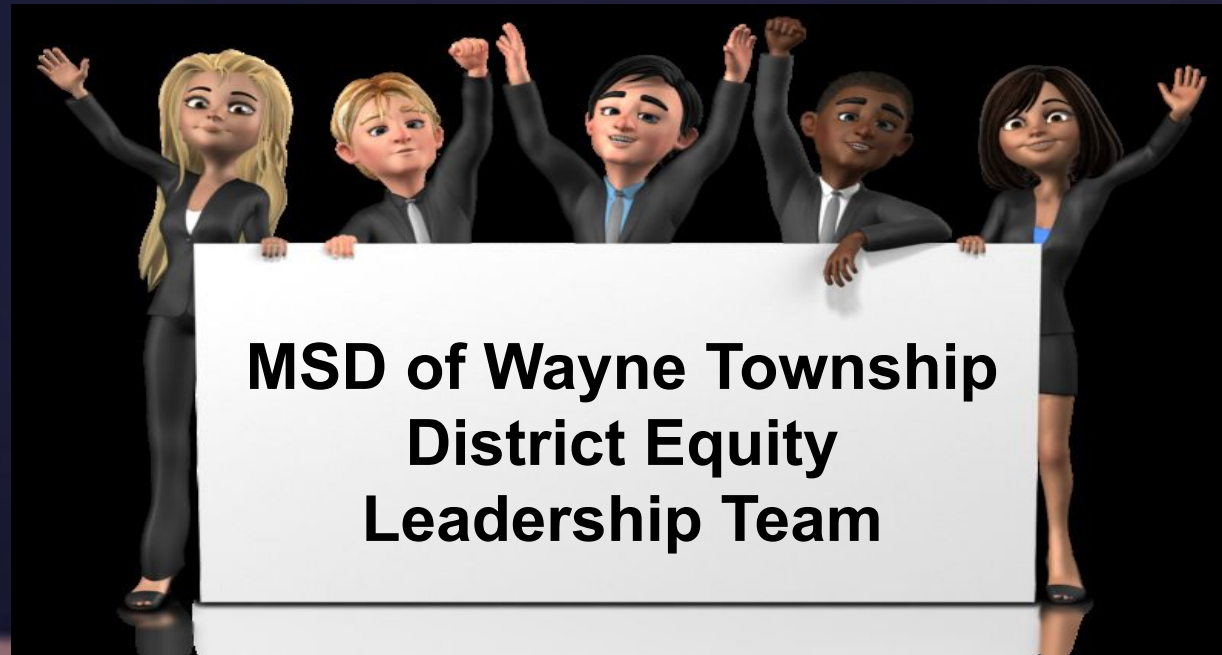
- To continue on our personal journey in understanding, recognizing, and responding to racial equity, equity, and implicit biases.
- To identify and discuss practical techniques and strategies that can be implemented everyday, within our circle of influence, at school/district, at home, and within our community.
- To stay solutions oriented when thinking about racial and social inequities while building our racial stamina.

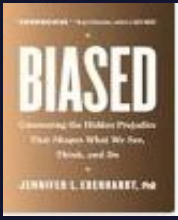


***There are no new ideas just new
ways of making them felt.***
-Audre Lorde

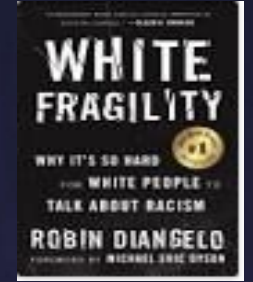


New Ideas & New Ways

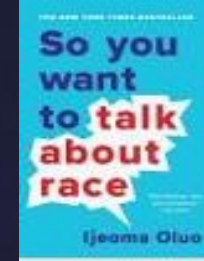




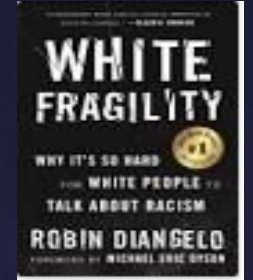
The Structure of Our Work



1. Increased the number of participants
1. Each school and department formed a team
1. Utilized books as vehicles to drive our discussions (shared words, shared definitions, shared events, and homework).
1. Facilitated Racial Affinity Group meetings
1. Went from District Equity Teams first semester to School/Department Team lessons second semester



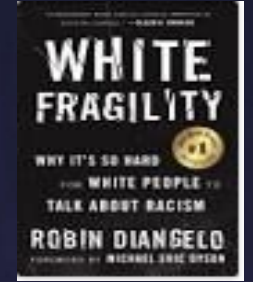
White Fragility



“In fact, when we try to talk openly and honestly about race, white fragility quickly emerges as we are so often met with silence, defensiveness, argumentation, certitude and other forms of pushback. These are not natural responses; they are social forces that prevent us from attaining the racial knowledge we need to engage more productively and they function powerfully to hold the racial hierarchy in place (p.8).”



White Fragility

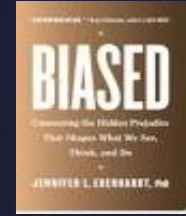


What does it mean to be white and how would you define whiteness?

When was the first time you had a teacher of a different race? What do you remembering thinking or feeling?



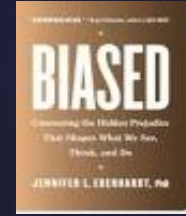
Biased



- “Bias, even when we are not conscious of it, has consequences that we need to understand and mitigate. The stereotypic associations we carry in our heads can affect what we perceive, how we think, and the actions we take” (p. 48).



Biased

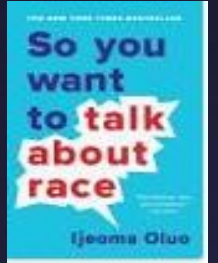


The author listed voice, fairness, respect, and trustworthiness as the 4 tenants necessary for procedural justice, in what ways do we communicate these constructs?

In what ways can our biases prevent us from communicating these constructs?



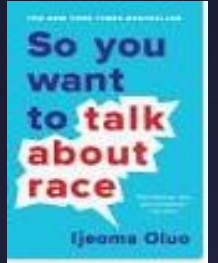
So You Want to Talk About Race



“You have to get over the fear of facing the worst in yourself. You should instead fear unexamined racism. Fear the thought that right now, you could be contributing to the oppression of others and you don’t know it. But do not fear those who bring that oppression to light. Do not fear the opportunity to do better” (p.224).



So You Want to Talk About Race



If racism is throughout society,
how does it present itself in schools?



Shared Events (Different Experiences)

❑ Intent vs. Impact (2:38)



Racial Affinity Groups...

Bring people together who have something important in common.

Provide a space for reflection, dialogue, and support, as we read our books, and as we work towards equity, inclusion, and being anti-racist.

Talk about what it means to have our racial affinity, discuss concerns and issues within the group, and support one another in this work.



Racial Affinity Groups...

White Racial Affinity Group

Black Racial Affinity Group

Bi-Racial, Multi-Racial, and Latino Racial Affinity Group



Second Semester

Shared Lesson Plans created and distributed by the DELT

Facilitated by administrators or heads of departments



2020-2021

First Semester:

- Continue with staff book studies (virtual) - first semester
- Institute Wayne Community Circles for Equity (Staff, Wayne Community, Parents)
- Provide Professional Resources and Opportunities for staff
- Discuss and outline practices, policies, and routines that perpetuate systemic racism, while working with others to create ways to dismantle the system

Second Semester:

- Shared lessons (Department/Schools)
- Institute Wayne Community Book Club
- Continue Wayne Community Circles
- Plan implementation of new practices and routines



"Do not get lost in a sea of despair. Be hopeful, be optimistic. Our struggle is not the struggle of a day, a week, a month, or a year, it is the struggle of a lifetime. Never, ever be afraid to make some noise and get in good trouble, necessary trouble."

– A tweet from June 2018, John Lewis

Special thanks to the
MSD of Wayne Township Board of Education
and Dr. Butts and Cabinet.



District Equity YouTube Channel

