Accessing the Presentation

- Go to the following website: join.nearpod.com
- Enter Code: (see chat)
Speaker View and Nearpod

Zoom

Nearpod
Agenda

- Welcome
- Introduction
- Reflection
- Purpose
- Goals
- Shared Learning
- Next Steps
Dr. Tonya M. Claiborne
1. Why are you here?
2. What compelled you to join this committee?
3. What do you hope to gain by participating in this committee?
4. What school and/or community outcomes do you hope to see as a result of this committee’s work?
The Berlin Board of Education recognizes the need to address and dismantle the institutional barriers and systemic racism that continue to impede equitable educational opportunities for each child in the district. The Equity and Social Justice Advisory Committee is committed to evaluating and transforming our current practices at a systemic level to eliminate disproportionality in education and in all aspects of administration. These efforts require a long-term commitment from our advisors that includes both making recommendations and staying engaged as our work progresses over time.
GOALS OF THIS COMMITTEE:

- **Represent** diverse voices and perspectives across the education system and community on equity and race
- **Address** authentic concerns with the current system and **recognize disproportionality in education** and in all aspects of administration
- **Collaborate with district leaders** to develop an Educational and Racial Equity District Plan as well as making thoughtful and timely policy, procedures, and school support recommendations for change for the 2020-2021 school year
- **Focus on learning** about institutional, structural, and systemic racism and share findings with the Board
- **Commit to long term engagement** and periodic review of progress, including both making recommendations and staying engaged as our work progresses over time
OUR FOCUS:

What this work **IS:**
- Learning focused
- Long term
- Systems focused
  - Identification and reduction of student achievement gaps
  - Cultural competency throughout the school system
  - Identification and reduction of disproportionate school disciplinary actions
  - Positive improvements in sustaining safe and supportive school cultures

What this work **IS NOT:**
- Blame or shame focused
- Quick fix
- Focused on individual people or actions
- Driven by any one person’s agenda
Relevancy

We are in the midst of transformational change in this country.

- Racism and bias have been dominant topics in our country over the past few years
- Social unrest is increasing due to more visible racial injustices
- Schools and organizations across the country are looking to examine and eradicate racial disparities, systemic racism
- Educators need appropriate training to address implicit biases and provide equity of treatment, access, and instruction to all students
<table>
<thead>
<tr>
<th>Students identified as:</th>
<th>2001-02</th>
<th>2010-11</th>
<th>2020-21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualified for Free/Reduced Lunch</td>
<td>2.9 %</td>
<td>8.8 %</td>
<td>22.5 %</td>
</tr>
<tr>
<td>English Learners</td>
<td>Data not reported</td>
<td>2.1 %</td>
<td>3.7 %</td>
</tr>
<tr>
<td>American Indian/Native Alaskan</td>
<td>Data not reported</td>
<td>0.1 %</td>
<td>0.1 %</td>
</tr>
<tr>
<td>Asian American</td>
<td>3.1 %</td>
<td>3.6 %</td>
<td>3.6 %</td>
</tr>
<tr>
<td>Black</td>
<td>0.6 %</td>
<td>1.1 %</td>
<td>3.0 %</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1.0 %</td>
<td>6.0 %</td>
<td>10.8 %</td>
</tr>
<tr>
<td>White</td>
<td>95.2 %</td>
<td>86.3 %</td>
<td>78.3 %</td>
</tr>
<tr>
<td>Two or more races</td>
<td>Data not reported</td>
<td>2.9 %</td>
<td>3.4 %</td>
</tr>
</tbody>
</table>
Currently, there are 104 English Learners in the Berlin Public Schools.
Four Agreements for Courageous Conversations

Glenn Singleton

https://courageousconversation.com/

- Stay Engaged
- Speak Your Truth
- Experience Discomfort
- Expect and Accept Non-Closure
OUR FRAMEWORK is based on...

- Awareness
- Absorption
- Accountability
- Action
This work will REQUIRE:

- Challenging our own assumptions and biases
- Tough conversations and discomfort
- Open-mindedness
- Listening
- Personal reflection and acknowledgments
- Intentional action planning
- Collaboration
BIAS: SHARE

- What is your definition of bias?
BIAS

Noun
-prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

verb
-cause to feel or show inclination or prejudice for or against someone or something.
TED Talk: Verná Meyers- How to Overcome Our Biases? Walk Boldly Toward Them
REFLECT

- Who is your default?
- Who do you trust?
- Who are you afraid of?
- Who do you implicitly feel connected to?
- Who do you run away from?
A Reflection Exercise

Explore your experiences with and attitudes about difference by asking yourself these questions.

The first time I became aware of differences was when ...
As I was growing up, my parent(s) taught me that people who were different from us were...
As I was growing up, my parent(s) taught me that people who were like us were ...
A time I was mistreated because of my own difference was when ...
A time I mistreated someone for being different was when ...
I feel most comfortable when I am around people who ...
I feel least comfortable when I am around people who ...
The memories I have of differences affect my parenting by …

https://www.tolerance.org/magazine/publications/reflecting-upon-our-own-biases-all-ages
“We were all outside when the contamination came down.”

-Verná Meyers
READING: Understanding Implicit Bias

Task: As you read, identify
  ● One thing that **RESONATES** with you from the text
  ● One thing that you want to **CHALLENGE** in the text
  ● One **QUESTION** that you have
  ● One thing that you **ASPIRE** to do based on what you read

https://www.aft.org/ae/winter2015-2016/staats
Guiding Questions:

- What resonated with you in both the video clip and the reading?
- What surprised you?
- What do you agree with? Disagree with?
- What questions came up as you read?
“Look for disconfirming data that will prove that your old stereotypes are wrong.”

-Verná Meyers
While an average of 6% of all K-12 students receive one or more out-of-school suspensions, the percentage is 18% for black boys; 10% for black girls; 5% for white boys and 2% for white girls.²

Black children represent only 19% of preschool enrollment, yet they account for 47% of preschool children receiving one or more out-of-school suspensions. By contrast, white children represent 41% of preschool enrollment, but [only] 28% of preschool children receiving one or more out-of-school suspensions.²

Female teachers, who continue to substantially outnumber male teachers, show lower average bias than male teachers.¹

Teachers of color show lower average bias than white teachers, with Black teachers showing the least anti-Black bias.¹

In counties with average bias, Black students have a 13% and 16% predicted probability of being suspended in and out of school, respectively, whereas white students have a 5% probability of being suspended either in or out of school.


Where does Berlin Public School District stand?

Student Demographics and Discipline Data (2017, www.ed.gov)

<table>
<thead>
<tr>
<th>RACE</th>
<th>POPULATION</th>
<th>In-School SUSPENSIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>0.1%</td>
<td>0%</td>
</tr>
<tr>
<td>Asian</td>
<td>3.2%</td>
<td>0%</td>
</tr>
<tr>
<td>Black</td>
<td>2.0%</td>
<td>8.3%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>10.6%</td>
<td>25%</td>
</tr>
<tr>
<td>Mixed Race</td>
<td>2.8%</td>
<td>4.8%</td>
</tr>
<tr>
<td>White</td>
<td>81.3%</td>
<td>61.9%</td>
</tr>
</tbody>
</table>
Next Steps/Commitments:

Moving forward in the next session, we will:

● Examine bias in depth and its implications for students, teachers, school systems, and communities

● Learn how bias and racism are connected

Please commit to sharing your learning from today’s session with at least three (3) people
Bias Resources

- Take the Implicit Bias Test
  - [https://implicit.harvard.edu/implicit/takeatest.html](https://implicit.harvard.edu/implicit/takeatest.html)

- Read 5 Things Educators Can Do to Address Bias in Their School (NEA)

- Watch Ted Talk: How to overcome our biases? Walk boldly towards them
  - [https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them](https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them)
Next Meeting

Thursday, February 18, 2021

4:30-6:00 p.m.
via Zoom