



Family & Community Engagement Networks...Leading the Charge!

# Talking Race



## Objectives:

**Question race**  
**Explore its impacts**  
**Apply what we learned**



# What have I Learned About You?



You're builders!

# Race Talks



# General responses to race discussions

- Disengaged
- Disconnected
- Defensive
- Confrontational
- Apathetic
- Excited
- Energized
- Engaged
- Inquisitive
- Open

# Breakout Room Discussions

Race Talk

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- Fears
- Excitements
- Hopes

# Share Out...Shout Out

- Fears
- Excitements
- Hopes



# Question:

## Is Race real?



# Answer:

No

# Race...

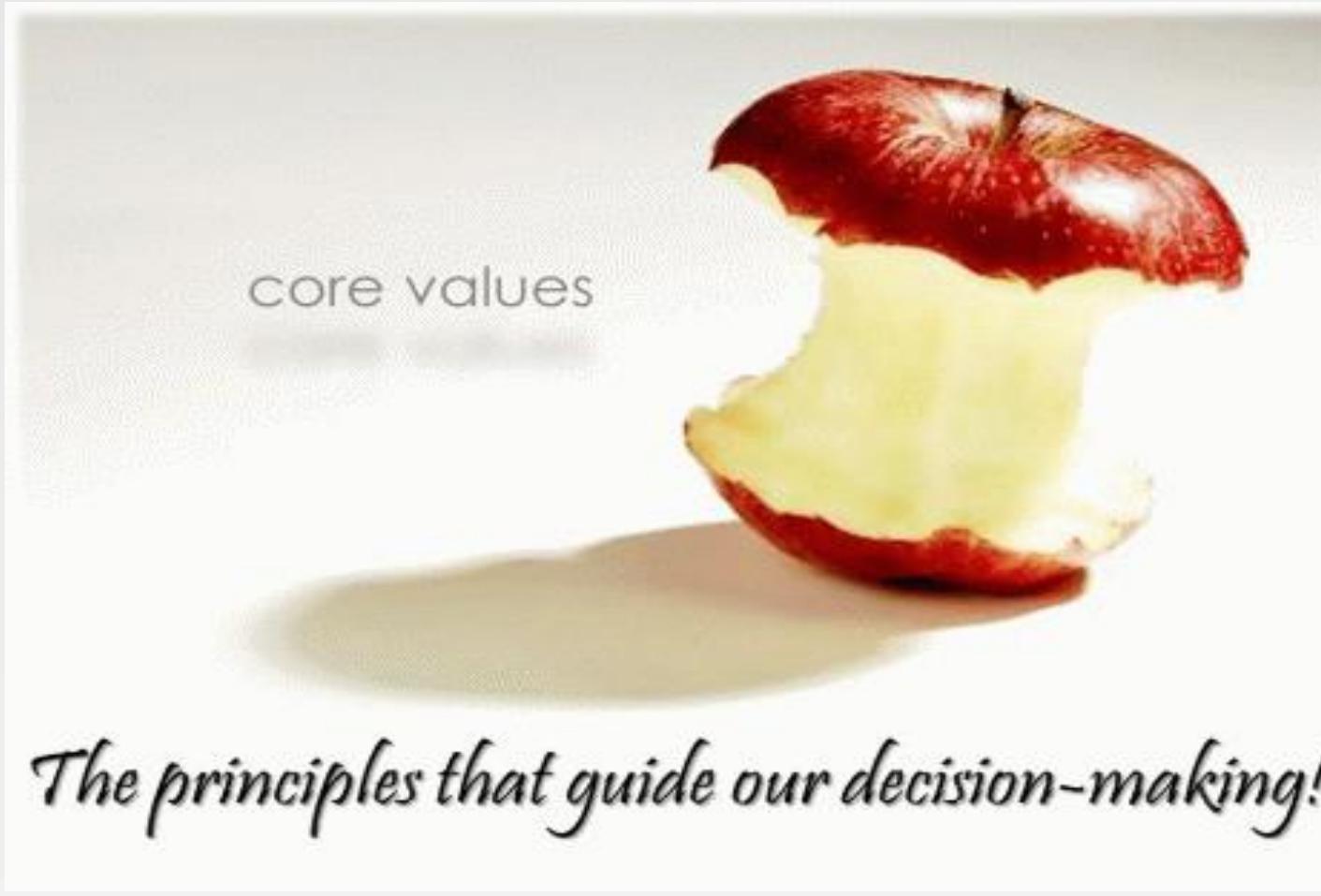
**is a social construct that is made real by its  
social consequences?**

# We are taught to sort

Blocks  
Numbers  
Colors  
People



# We learn what to value/prefer



- People
- Education
- Activities
- Foods

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**Our minds  
are created  
to make  
connections**



# **Some of our connections are inaccurate...**

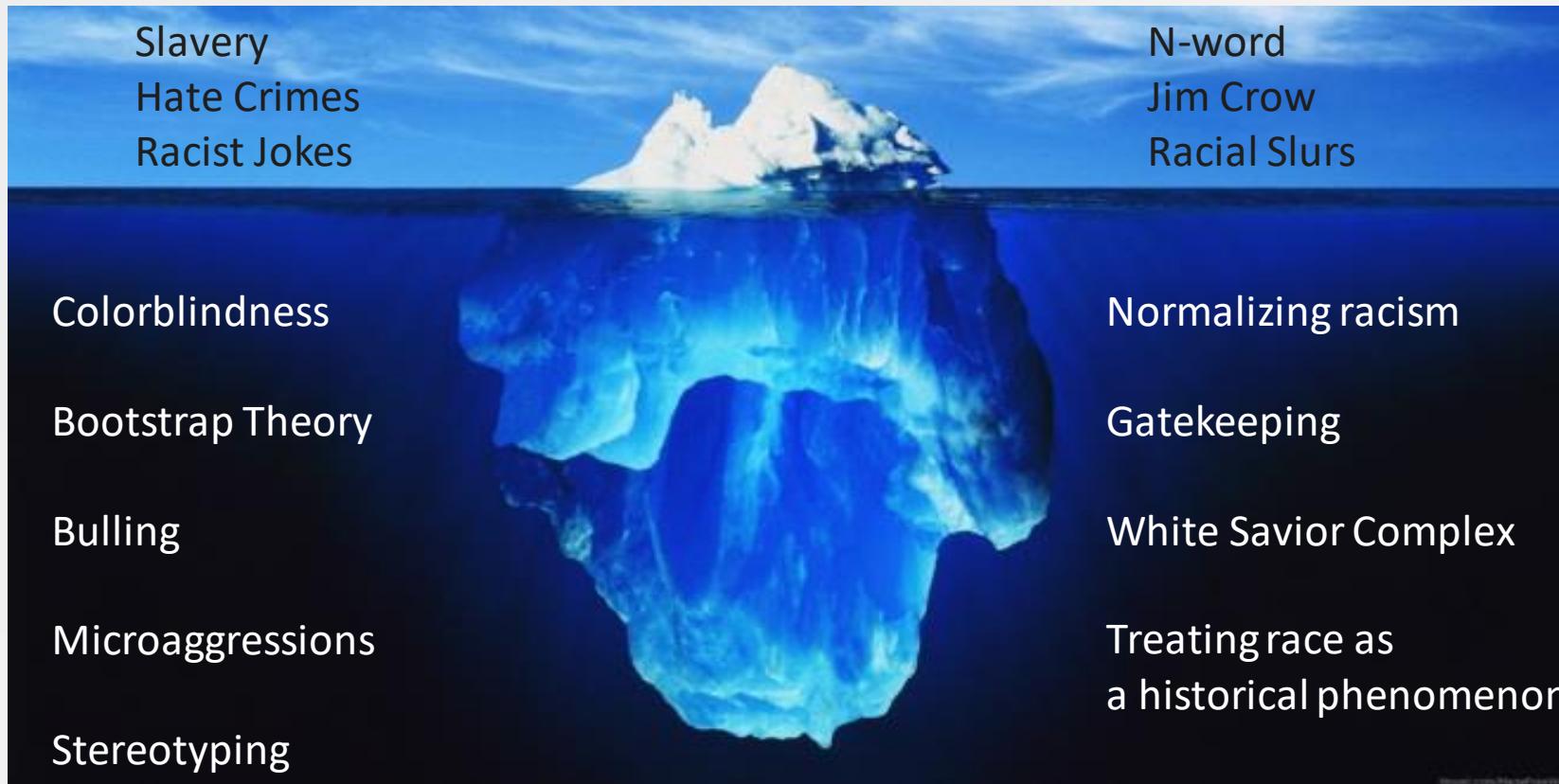


...Yet we internalize  
them...and act them out

# **Social Consequences of Race in Preschool Classrooms**



# Implicit Bias



From Implicit Bias to  
**Automatic**



Exploring the Impacts

# Educational Experiences

- Can incorrectly teach race
- Create unbalanced consequences and privileges
- Dehumanize certain students



# The consequences of race is seen across the educational experience

- Black students are less likely than white students to have access to **college-ready courses**.
- Black students have less access to **honors or AP classes**.
- Predominately Black schools are staffed with less qualified teachers.
- Non-Black teachers have lower expectations for Black students than Black teachers.
- Black students are 2x more likely to be **suspended w/o education services** compared to their white peers.

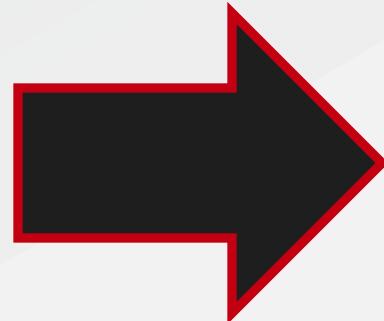


**Racism** is system of advantage and oppression based on race. It includes exclusion, discrimination against, suspicion of, and fear and hate of people of a certain race.

# The Impacts

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- School policies
- Classroom policies
- Unofficial policies
- Censoring spaces
- Silencing voices
- Psychological stress



**A lifetime of  
disadvantages**

# Let's Talk About It

- What surprises you?
- What worries you?

# Racism...

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Undervalues the assets of Black students and families  
while negatively contributing to needs.

Maslow's Hierarchy of Needs

# Basic Needs

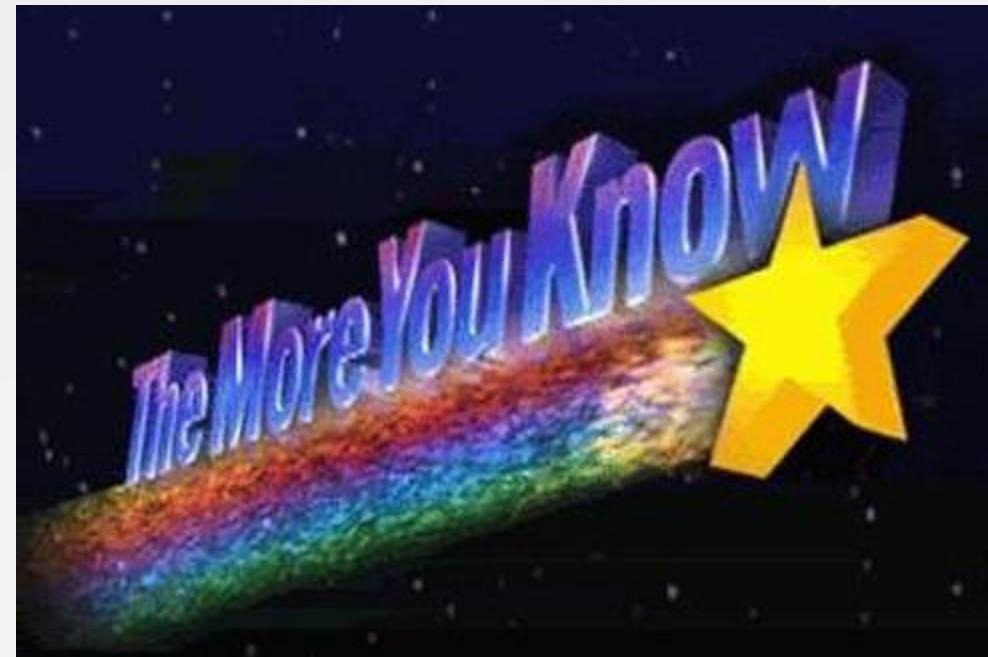


# **Why do we need to engage in race talk?**

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Because we are builders!

# Remember NBC's PSA?



# Build New Connections

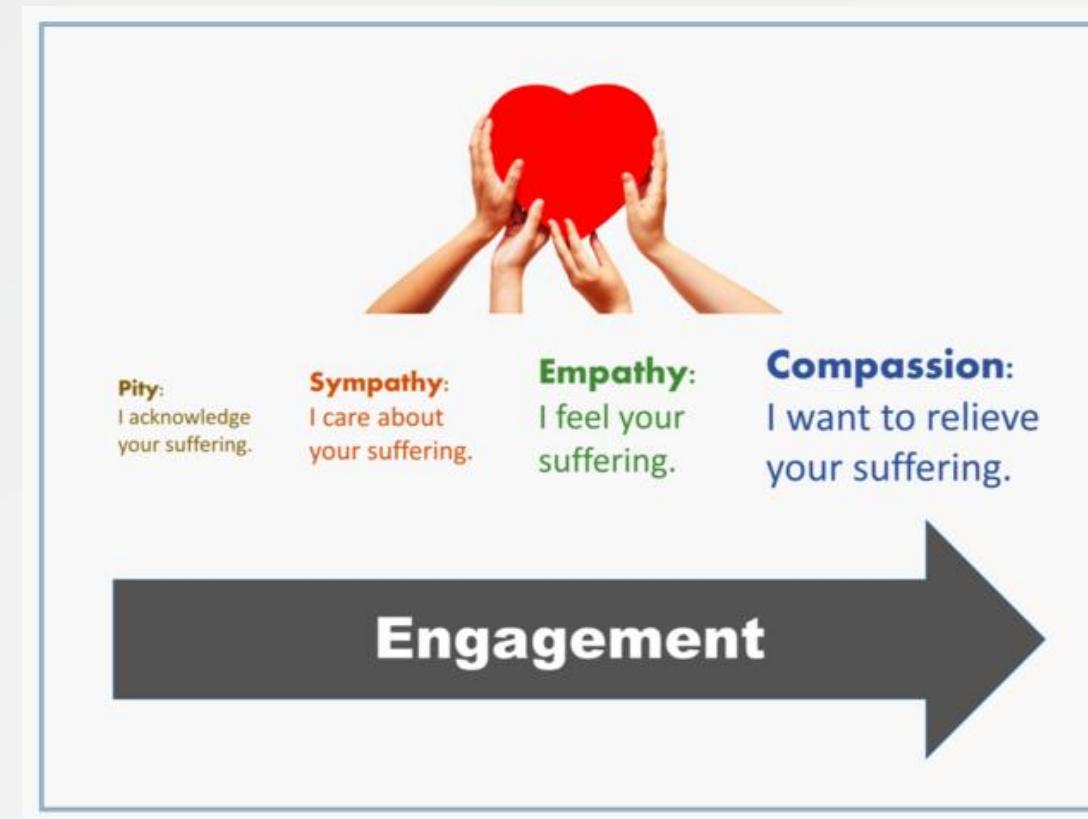
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What connects us is our humanness



You we're built for this...

# Get to know your school community



# Race Awareness Along a Continuum

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Active Racist Behavior → Passive Racist Behavior → Slow Walking Backwards → **Anti-Racist**

# To be known is to be:

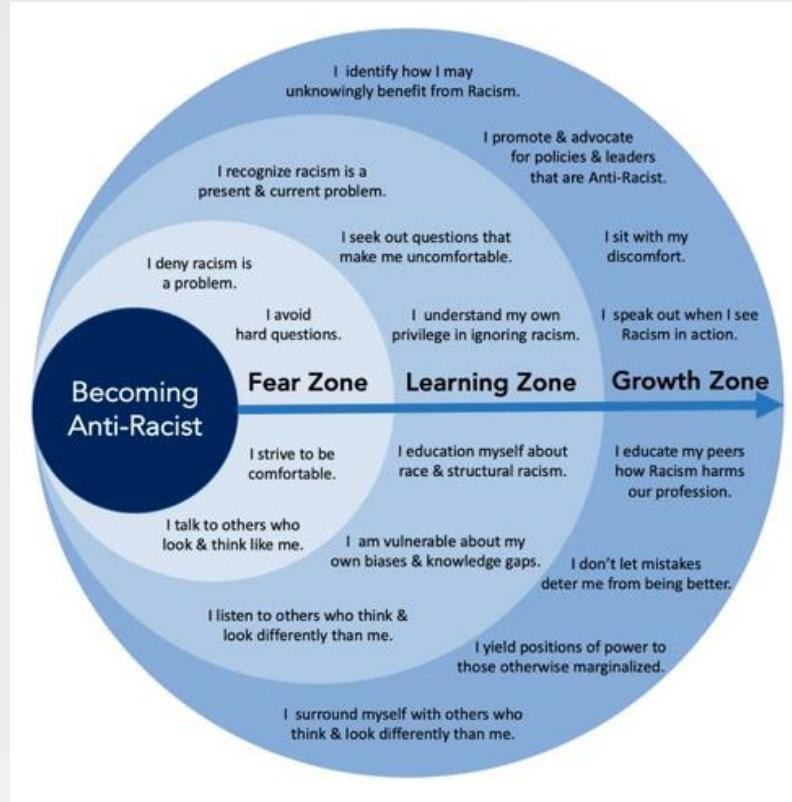
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- Accepted
- Admitted
- Acknowledged
- Celebrated
- Received

## Next Steps

# Continue the Conversation with yourself



- Listen
- Learn
- Validate
- Celebrate
- Operate
- Honor

# Take Cues from the Community

Welcoming Black Families

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1. Hospitality
2. Ask Questions/Ask for Help
3. Establish Meaningful Two-Way Communication
4. Form Partnerships with Churches/Community Groups

Leading the Charge!

# Applying what you learned

- Address the needs
- Build the assets



# Race Talks

- Fears
- Excitements
- Hopes

As you leave today...

# Imagine



**Visit CETE's  
Racial Equity,  
Diversity  
and Inclusion  
(REDI)  
Initiative  
Website**

SCAN ME

