

# Talking Race: Ohio Family & Community Engagement Network...Leading the Charge



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

# Talking Race



Objectives:

Question race

Explore its impacts

Apply what we learned



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# **What have I Learned About You?**



**You're builders!**



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# Race Talks



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# **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



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# **Share Out...Shout Out**

- Fears
- Excitements
- Hopes



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**Question:**

**Is Race real?**



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**Answer:**

**No**



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**Race...**

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



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# We are taught to sort

Blocks

Numbers

Colors

People



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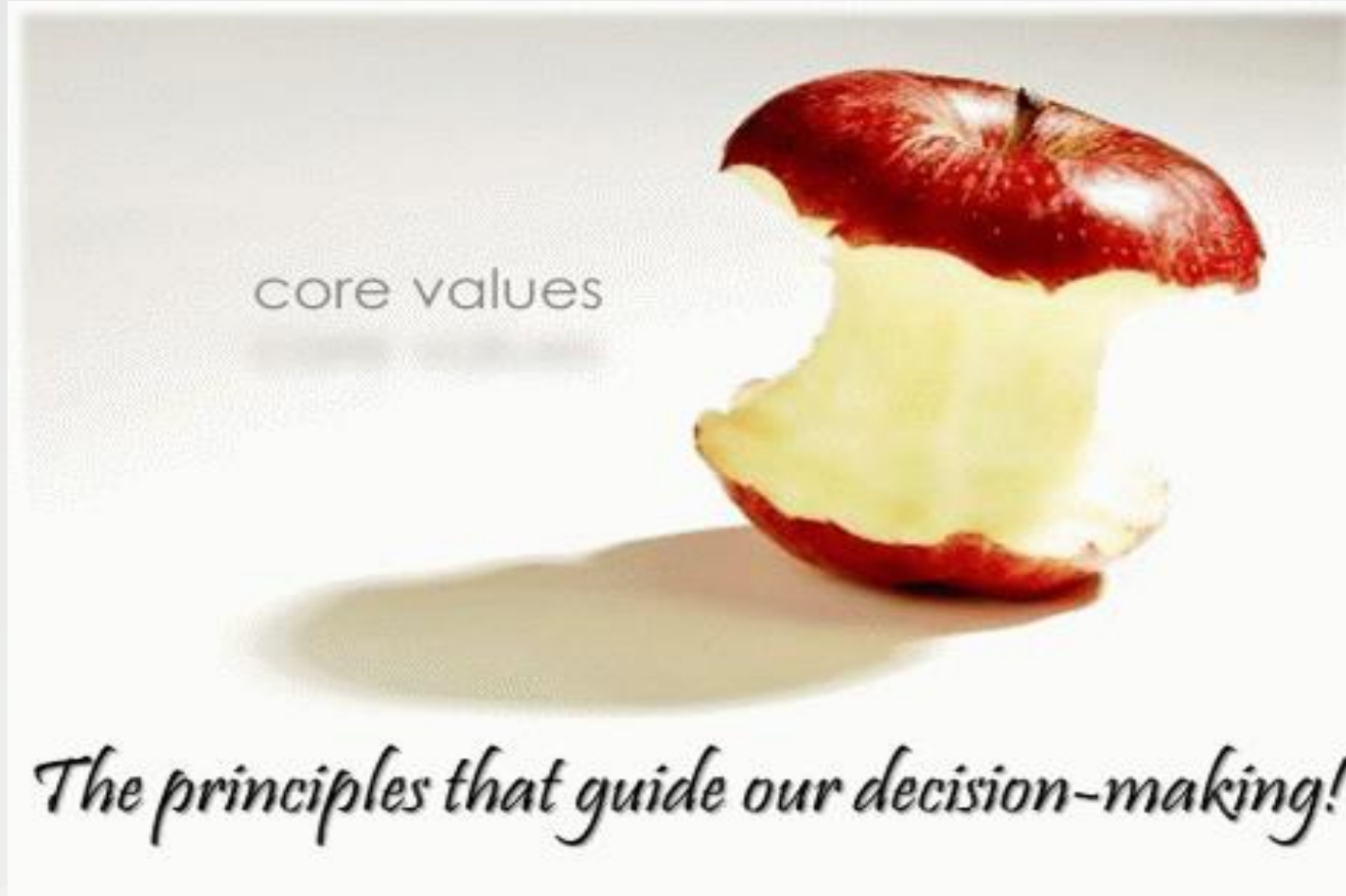
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# We learn what to value/prefer



- People
- Education
- Activities
- Foods



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**Our minds  
are created  
to make  
connections**



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



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



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



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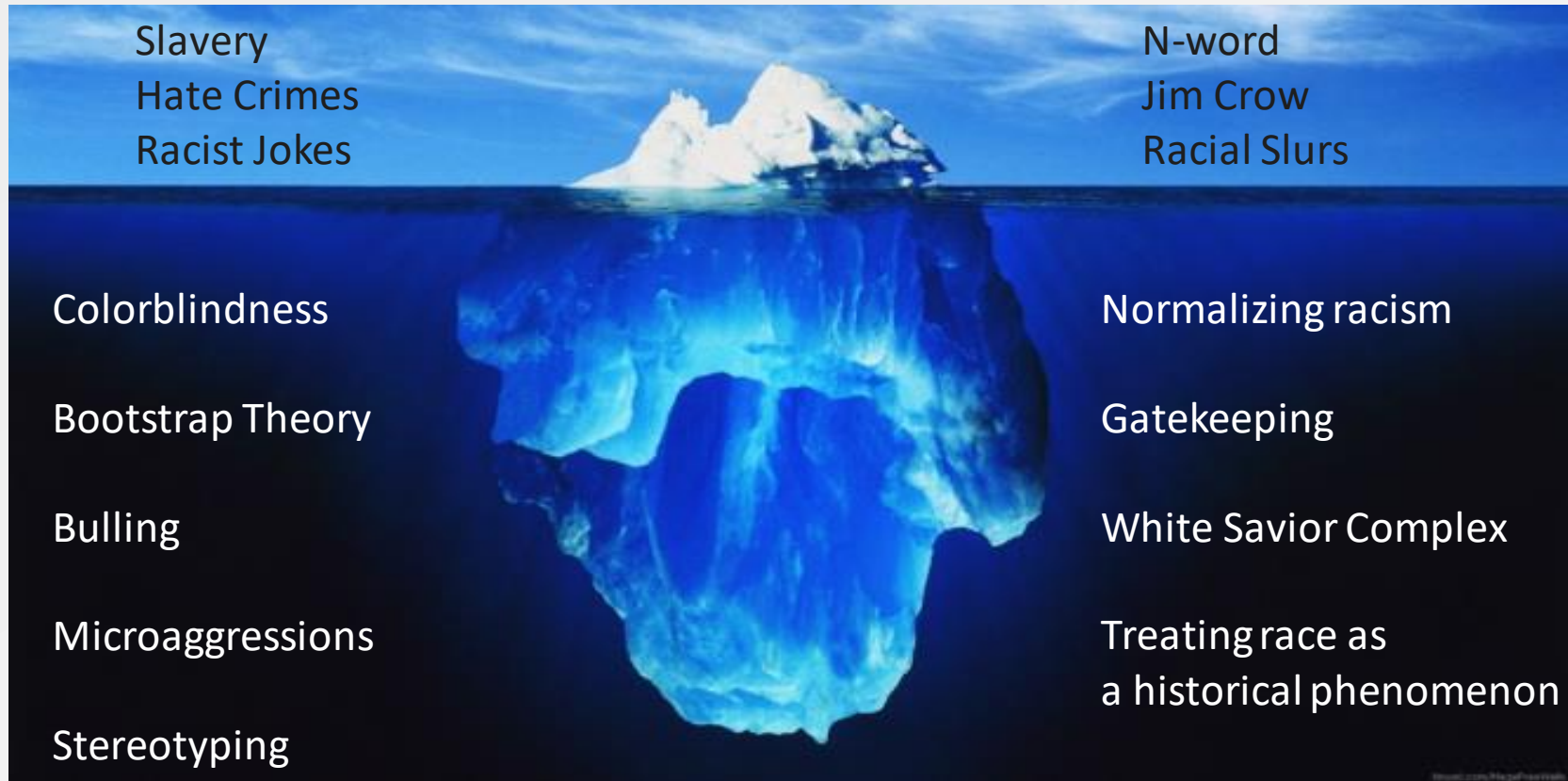
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# Implicit Bias



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From Implicit Bias to  
**Automatic**



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Exploring the Impacts

# **Educational Experiences**

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



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# 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.



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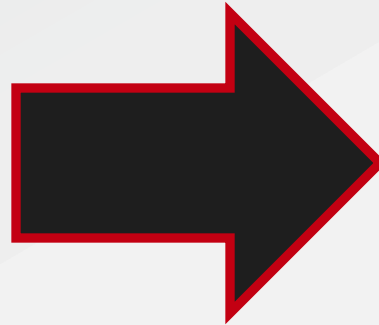
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# **The Impacts**

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



**A lifetime of  
disadvantages**



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# **Let's Talk About It**

- What surprises you?
- What worries you?



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# Racism...

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



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Maslow's Hierarchy of Needs

# **Basic Needs**



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

Because we are builders!



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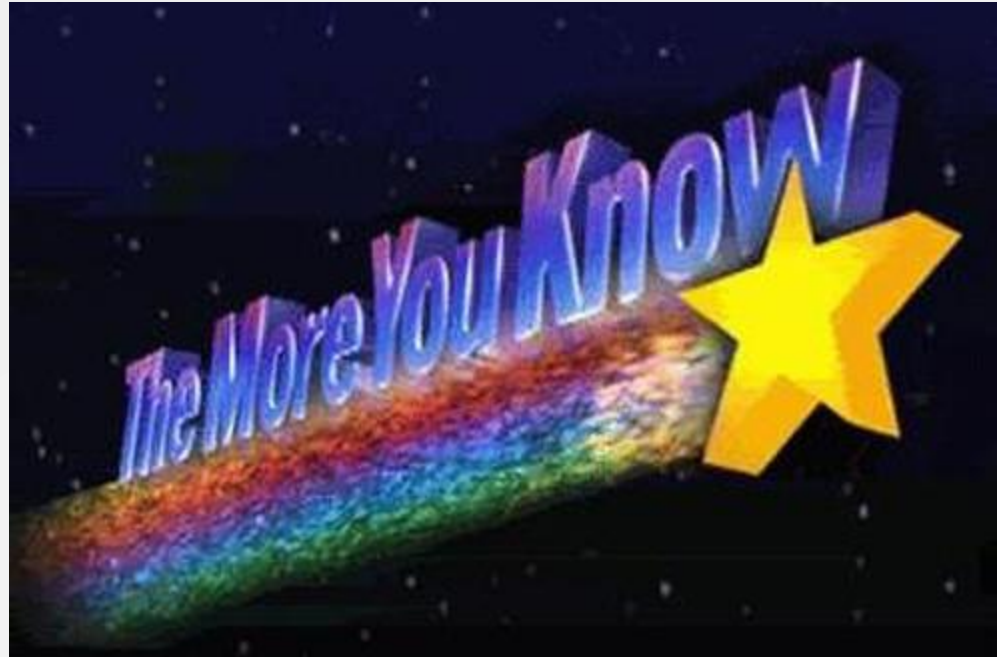
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# Remember NBC's PSA?



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# **Build New Connections**

What connects us is our humanness



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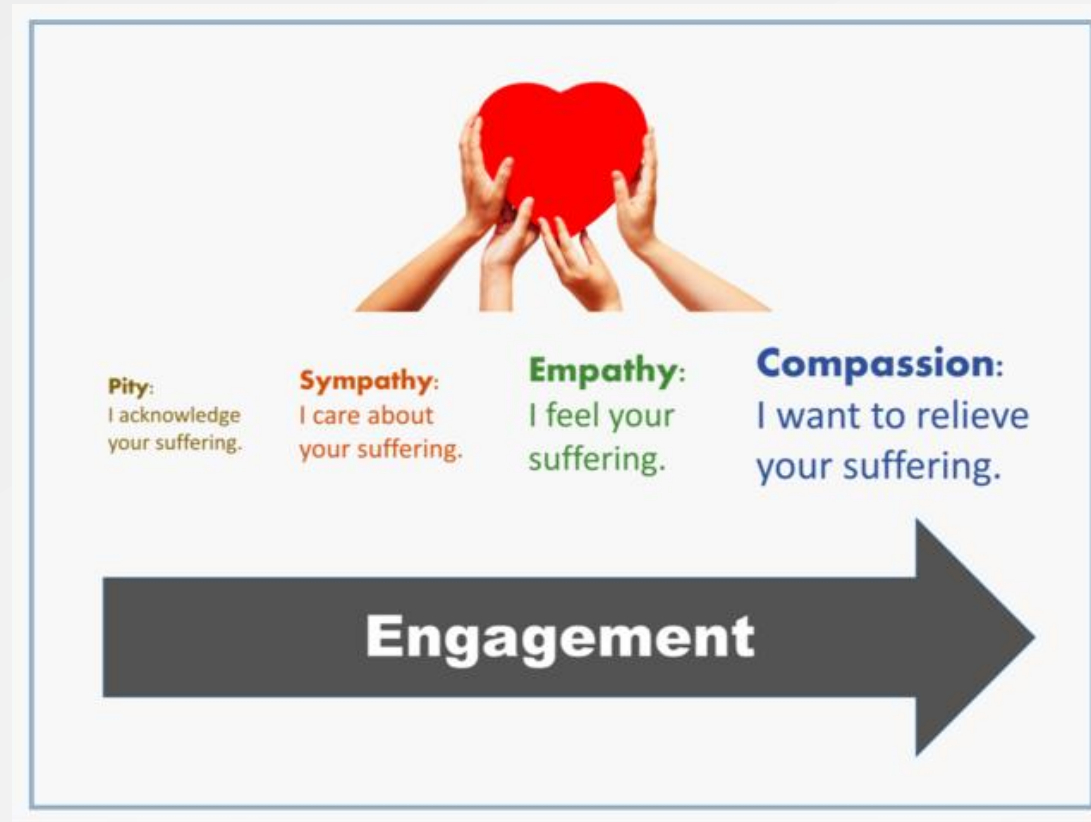
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You we're built for this...

# Get to know your school community



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# Race Awareness Along a Continuum

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



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# To be known is to be:



- Accepted
- Admitted
- Acknowledged
- Celebrated
- Received



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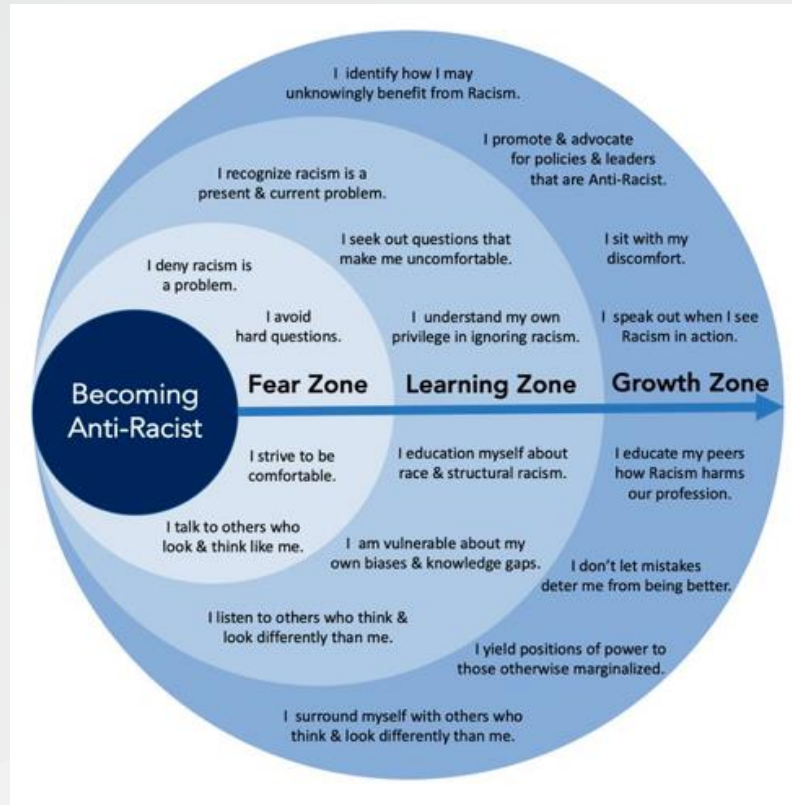


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Next Steps

# Continue the Conversation with yourself



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



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# 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



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Leading the Charge!

# **Applying what you learned**

- Address the needs
- Build the assets



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# Race Talks

- Fears
- Excitements
- **Hopes**



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As you leave today...

**Imagine**



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SCAN ME



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