

RACIAL EQUITY IN ACTION

A Day of Learning, Leading, and Leaning In

November 21, 2018
8:00 - 12:00
Needham High School

Workshops

1. Reflections on The Hate U Give (Faculty Perspective)

Join a panel of 4-5 Needham High School teachers who will share their experiences using the all-school read to build safe, inclusive classroom climates with their students. [The Hate U Give](#) is a young adult novel that explores the Black Lives Matter movement; the film version was released in October. Teachers will share some of the materials they designed/employed, talk about establishing class norms that ensure safety and encourage students to share personal insights, experiences and values and discuss some of the benefits and challenges they faced.

2. Reflections on The Hate U Give (Student Perspective)

Join a panel of high school students who will share their thoughts on the book, including some who supported its selection as the all-school read last year.

3. TED Talk: [The Danger of a Single Story](#)

Watch Nigerian-American author Chimamanda Adiche's 19-minute TED Talk on the (often misguided) values we place on marginalized stories with colleagues and discuss the implications for our role as educators, including the dominant narratives that exist in our classrooms.

4. TED Talk: [Color Blind or Color Brave](#)

Watch African American businesswoman Melloddy Hobson's 15 minute TED Talk on the importance of seeing and acknowledging difference with colleagues and discuss the implications for us as educators, including the value in embracing one another's differences rather than having a "color blind" mentality.

5. TED Talk: [How to Overcome Our Biases? Walk Boldly Toward Them](#)

Wath African American author Verna Myers' 18-minute TED Talk on strategies to overcome biases with colleagues and discuss the implications for us as educators.

6. TED Talk: [What It Takes To Be Racially Literate](#)

Watch recent public high school graduates Priya Vulchi and Winona Guo share their

thoughts on the concept of Racial Literacy and all they've learned traveling the country collecting personal stories about race and intersectionality.

7. TED Talk: [How America's Public Schools Keep Kids in Poverty](#)

Watch Weston High School graduate (Class of 2004) and focus of the documentary [Far From Home](#), Kandice Sumner discuss her experiences as a Boston-resident students in the METCO program and the impact of those experiences on her work as an educator.

8. On Spotighting Marginalized Racial Groups in the Classroom

Read Dorinda J. Carter's five-page article "[On Spotighting and Ignoring Racial Group Members in the Classroom](#)" and discuss its implications with colleagues, strategizing ways to discuss racial topics and other sensitive issues in the classroom without "spotighting" the few students in the classroom who are most directly impacted by the topic being discussed.

9. Redlining 101

Join colleagues to learn about redlining, the historical practice the government and private industry used to exclude people of color from the creation of our nation's suburbs, including towns like Needham.

10. Black Lives Matter

What's wrong with "all lives matter"? Why do we have to proclaim that "black lives matter"? Join this workshop to discuss several resources that to come up with answers to these questions and more.

11. Beyond Cultural Proficiency: Becoming Racially Literate

In this workshop, we'll explore the concept of "racial literacy" as a more focused aspect of the equity work inherent in cultural proficiency by reading and discussing Sonya Douglass Horsford article, "[When Race Enters the Room](#)." Educators who are racially literate have a keen understanding of how race functions as a social construct and are working to redefine that construct to promote true equity.

12. The Benefits of Diversity

Join this workshop to learn about the many benefits of diverse classrooms and learning about perspectives different from our own. You will also discuss with colleagues the ways in which this knowledge can help you make this work matter for dominant groups, like being able to answer a white student's question, "Why do we have to read this stuff?"

13. Understanding Dominant & Subordinate Identities

Join this workshop to engage in an activity that will safely explore the ways in which

society is constructed to support dominant identity traits while subordinate groups must adapt and assimilate.

14. Role-Playing Difficult Conversations (Elementary)

In this workshop, you will discuss with colleagues ways in which to navigate difficult conversations on race with attention paid to setting up norms for these conversations and how to address unexpected and challenging responses that come up. This workshop will be specific to the elementary level.

15. Role-Playing Difficult Conversations (Middle School)

In this workshop, you will discuss with colleagues ways in which to navigate difficult conversations on race with attention paid to setting up norms for these conversations and how to address unexpected and challenging responses that come up. This workshop will be specific to the middle school level.

16. Role-Playing Difficult Conversations (High School)

In this workshop, you will discuss with colleagues ways in which to navigate difficult conversations on race with attention paid to setting up norms for these conversations and how to address unexpected and challenging responses that come up. This workshop will be specific to the high school level.

17. Our Role in the School-to-Prison Pipeline

In this workshop, you will review resources and honestly assess the practices we are engaging in at Needham High School that push kids along the school to prison pipeline.

18. The History of Race in the US

You may have heard that race is a social construct, but what does that mean? In this workshop, we'll explore the concept of race and its role in the history of the United States.

19. Staff Confessional: "Yup, I did that..."

Join this panel of staff who will share the mistakes they've made in engaging in racial dialogues and equity work--and more importantly what they've learned from the experience.

20. Laughing About Racism: It's Funny Because It's True!

This workshop will explore the ways in which contemporary comedians are using their craft to expose the systemic elements of racial oppression in our country in an effort to help heal and propose solutions. Video clips will feature Samantha Bee, Trevor Noah, and John Oliver.

21. What Do They Do About It? Learning from Elementary School Teachers about Diversity Techniques in Early Education

How do educators have age-appropriate conversations about systems of inequity with

very young children? Come engage with this panel of elementary teachers who will share their experiences.

22. Make One Small Change

Develop and commit to “one small change” in your classroom or professional sphere, including ways to hold yourself accountable.

23. NPS METCO Program

In this session, you will watch NHS teacher Natalie Guthrie’s documentary on the Needham METCO program. NOTE: The film is 38-minutes, so there will be limited time for discussion.

24. Boston-Resident Graduates Return

Join a panel of former Boston-resident METCO students to share their experiences in how the Needham Public Schools prepared them from the vantage point of adulthood.

25. Exploring the Achievement Gap in NPS

Join this workshop to engage in a protocol examining the data around achievement for students of color in our district.

26. Panel Discussion: Multiracial Families

Join this panel of students and parents/guardians who will share their experiences as members of a multiracial families.

27. Exploring Intersectionality: Gender and Race

At the 2015 Oscars, actress [Patricia Arquette proclaimed](#), “It’s time for all the women in American and all the men that love women and all the gay people and the people of color that we’ve all fought for to fight for us now.” Her comments echoed those heard often by women of color and by gay and bisexual women that seemed to ignore the intersectionality of race, sexuality, and gender in the fight for equality. In this workshop, participants will explore the challenges of this intersectionality in the #MeToo era and the ways in which equity work can serve all marginalized and subordinate identities.

28. Exploring Intersectionality: Sexuality and Race

How do issues of equity affect the intersection of sexuality and race? This workshop will review the impact of homophobia and racism on GLBTQ Youth of Color and provide an opportunity to discuss the impact on our professional roles in the Needham Public Schools.

29. Panel Discussion: Talking to Young Children About Race

Join NPS elementary teachers to discuss how they facilitate conversations about race in the classroom.

30. How Young is Too Young?

Join colleagues to discuss the what research tells us about racial identity development in young children and the implications on what we do in the classroom.

31. Faculty Panel: Using Literature to Facilitate Courageous Conversations on Race

Join NPS librarians to hear how they have focused on library holdings to provide constituencies entry points to courageous conversations on race.

32. Hidden Experiences in NPS

Join colleagues to read through and discuss narratives of students and staff that deal with race; we will focus directly on true, real experiences within our own school community and the implications on our role as educators to provide a welcoming environment for all.

33. Affinity Group for Staff of Color

We all thrive in various affinity groups in our work within the Needham Public Schools. Join this affinity group for staff of color to discuss how the district's equity work impacts this demographic specifically, how we can best support one another, and what we need from our white allies.

34. But I'm Not a Teacher!

Many NPS employees are not teachers, yet they play a crucial role in the education of our children and the outreach to their families. Join this group to discuss the ways the district's focus on equity can and should be born out by our support staff in their professional roles.

35. Using Picture Books to Talk About Race

Join this workshop to explore picture books for young readers that help facilitate age-appropriate conversations on race and racism.

36. Culturally Responsive Teaching and The Brain: A Path toward Instructional Application

In this breakout session we will explore culturally responsive teaching by using Zaretta Hammond's book *Culturally Responsive Teaching and The Brain* as a starting point. We will discuss her brain-based approach for providing culturally responsive teaching to students who are culturally and linguistically diverse, and we will explore ways to implement culturally responsive instructional practices into our day-to-day interactions with students. Our goal will be to identify instructional practices to support independent learners who build higher-level thinking skills, while keeping our students' identities in mind. Participants DO NOT have to have read Hammond's book to participate in this session.

37. Language Matters

Keynote speaker Dr. Beverly Daniel Tatum sometimes speaks of her time at Spellman College and the impact of language in creating safe and welcoming spaces. She says

that when she arrived at Spellman, every fall, there were signs saying “Welcome Freshmen” and “Welcome Class of 2010.” She noted this language failed to include transfer students who were coming to campus for the first time as well. She suggested a small shift in language--“Welcome New Students”--and created a more inclusive message for all. In this workshop, we’ll explore the ways in which we can use language to create more inclusive environments in all aspects of our NPS, including when we welcome students and families into our buildings, when we interact with children on the playground, when we communicate in writing, and more.

38. Cultivating the Trust of Black Parents (and Other Minority Families)

In this workshop, you will read Dr. Beverly Daniel Tatum’s four-page article “Cultivating the Trust of Black Parents” and discuss its implications with colleagues, strategizing ways to work with black families and how that work may be translated to working with other minority families.

39. The Role of Arts in Social Change

This workshop will explore the ways in which the arts have been used to promote social change throughout our nation’s history.