



DIVERSITY
COLLABORATIVE

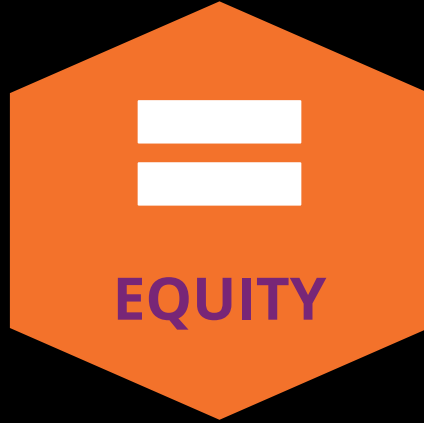
We are a voluntary group of international educators passionate about creating more diverse, equitable, inclusive, and just educational communities across the globe.

[#DiversityCollaborative](#)



DIVERSITY

**The presence of
difference.**



EQUITY

**Ensuring everyone
has what they need
to fully participate.**



INCLUSION

**Embracing
differences.**



JUSTICE

**Systems, policies, &
practices that ensure
DEI.**



Equality

doesn't mean

Equity



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IMPLICIT BIAS

“Implicit bias is all about the assumptions you make about other races, genders and more without even realizing it - and it affects everyone. It’s a product of both the architecture of our brains and the disparities in society, influencing our perception, our attention, our memory and our actions - all despite our conscious awareness or deliberate intentions.”

-Eberhardt, J. (2019). *Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think & Do*.

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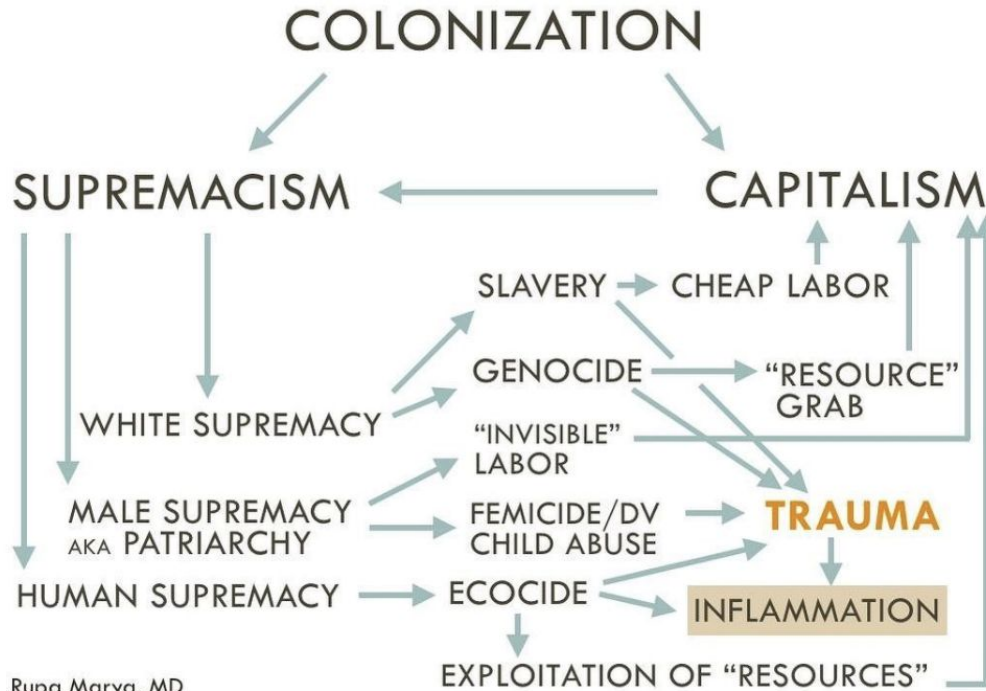
TALKING ABOUT

RACE

WHY

Humility:

Enter this space as a lifelong learner, if you disagree with something, begin by assuming you simply don't understand it or have never experienced it.





Lisa Ko 
@iamlisako

The revolution will not be diversity and inclusion trainings

2:24 PM · 6/5/20 · [Twitter Web App](#)

21.1K Retweets 81.3K Likes



Commitments Not CheckBox:

*Make an action plan with
your learning and specific
next steps.*

*Intellectualizing this work is
dangerous.*

WHITE SUPREMACY CULTURE

Any culture that upholds the, "the myth constructed out of the need to justify the vicious , violent and dehumanizing actions of white society towards people of color historically - and today

The narratives of inferiority around people of color, most vicious about the Black community, used to soothe the consciousness around enslavement, genocide, segregation, police brutality and other systemic oppressions." - Source: Rachel Cargle

Examples:

- Revisionist History in curriculum that centers White heroes/ saviours
- Keeping "politics" out of school
- Diversity ONLY approach, refusing to address injustice
- Individualism over collectivism
- Symbols of Colonial times/Colonization
- Primarily White authors and text
- Hiring practices and lack of representation of BIPOC

Where does white supremacist culture live in your school/community? What might you do in the next few months to begin to **interrogate, interrupt and dismantle** it?

WHITE PRIVILEGE

Unseen, unconscious advantages held by white people embedded in everyday life that is both a legacy and cause of racism experienced by BIPOC

- [Tolerance.org](https://www.tolerance.org/)

Examples:

- Not being seen as angry or aggressive in meetings or other spaces when advocating
- Knowing your picture on a resume will not impact your hiring possibilities
- Seeing yourself represented in the leadership at your school
- Knowing you will well received/welcome regardless of the country to travel too
- Racial bias in the classroom is not dismissed as JUST poor classroom management

*Where does white privilege live in your school/community? What might you do in the next few months to begin to **interrogate, interrupt and dismantle** it?*

WHITE FRAGILITY

A defensive reaction to conversations about race experience by White people and other Non-Black people of color as well, as a result of living in a society that insulates Whites (and other NBPOC) from racial discomfort.

Examples:

- Color Blindness- “I do not see color”
- Spiritual Bypassing- “Let’s stay positive”
- Centering White comfort over BIPOC liberation
- Virtue Signaling - When asked to explore bias, racism, antiblackness in school or community, redirected the conversation by listing all the perceived acts of “allyship”

*How has white fragility show up in your schools or community? What might you do in the next few months to begin to **interrogate, interrupt and dismantle** it?*

ANTIBLACKNESS

The specific oppression faced by the Black community globally.

The unique ways the Black community suffers racism that other people of color DO NOT experience. Antiracism is not only found in White communities, but it exists in other cultures and communities as well (IE antiracism in latinx community, asian communities, etc.)

Source: Rachel Cargle

Examples:

- Focus only on Black enslavement and oppression in curriculum without celebration of Black accomplishment or Black joy
- Dehumanization of Black People via fetishization, criminalization, medical racism, adultification of Black children, etc.
- Colorism and preference of other “palatable” people of Color
- Use of People of Color when the issue is specifically Antiracist

*How has antiracism show up in your schools or community? What might you do in the next few months to begin to **interrogate, interrupt and dismantle** it?*

TALKING ABOUT RACE

**IN SMALL GROUPS, SHARE REFLECTIONS WHILE CONSIDERING
THOSE SPECIFIC TERMS ABOUT RACE (20 MIN)**

“Scan the body to see where the tumors (specific/ overt racist policies and systems) are, **surgically remove them**, then **flood the whole body with medicine** to make sure even the invisible tumors (covert racism) are treated. That systemic treatment is designed to prevent a recurrence of the cancer....but, you must **watch the body closely for signs of new tumors** and treat quickly if there are signs the cancer (racism) is returning.”

Antiracism

Source: Ibram
X. Kendi

NOW WHAT?

Listen to
your BIPOC
staff/
community

AWARENESS

"I don't want to
mess up..."

Cycle of
Antiracism
Work

Learning about
Anti Racism

Practicing Antiracism in
your life

Self
Care

Sh*t, I messed up.

*Reminder:
Antiracism is a
constant practice not a
title or identity

BUILD

Systems
not
Symptoms

COMMIT

LEADERSHIP MATTERS

“School leaders have enormous power in schools. Those who prioritized diversity, equity and inclusion were able to make a difference regardless of their contexts.”

- Highlights, Diversity Collaborative Survey (2019).

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LISTEN, BUILD, COMMIT

“Racist and antiracist are not fixed identities. We can be a racist one minute and an antiracist the next minute. What we say about race, what we do about race, in each moment, determines what-not who-we are.”

- Ibram X. Kendi, *How to Be an Antiracist*

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**THE ASSOCIATION OF INTERNATIONAL
EDUCATORS AND LEADERS OF COLOR**

AIELO C

The logo for the Association of International Educators and Leaders of Color (AIELO C) features the acronym 'AIELO C' in a bold, green, sans-serif font. The letter 'O' is replaced by a stylized globe icon with a grid of latitude and longitude lines. The globe has a color gradient, transitioning from yellow on the left to orange and red on the right.

LET'S KEEP THE CONVERSATION GOING:



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