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

#DiversityCollaborative
“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.”


#DiversityCollaborative
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.
Commitments Not CheckBox:

The revolution will not be diversity and inclusion trainings

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

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 if “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. Antiblackness is not only found in White communities, but it exists in other cultures and communities as well (IE antiblackness 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 Antiblack

How has antiblackness 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.”
Now What?

Awareness
Listen to your BIPOC staff/community

Build
Systems not Symptoms

Commit

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

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
“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).
“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*
THE ASSOCIATION OF INTERNATIONAL EDUCATORS AND LEADERS OF COLOR
Let's keep the conversation going:


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