



# RACIAL EQUITY

Grand Haven Area  
Public Schools

2020-2021

# Welcome!



# Setting the Tone



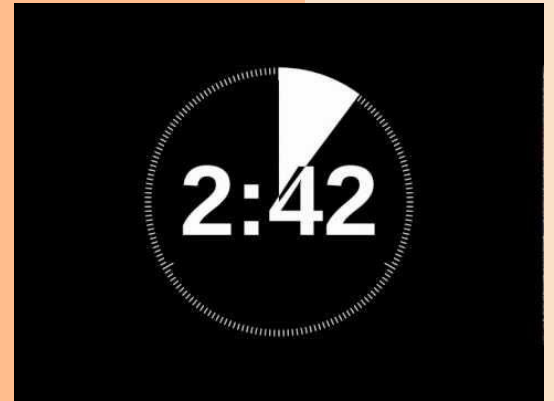
## AGREEMENT

This is not performative. This is not just a “box to check.” This is not “self-improvement” space for white folk. Our students deserve real, authentic and lasting efforts. We come to this work with genuine intentions to make our school and community safer and more equitable for all students. We understand that this racial equity work is an integral part of our belief that “Success for all takes us all.”

A person is holding a white protest sign with the text "RACISM IS A PANDEMIC" written on it. The word "RACISM" is in large, black, hand-painted capital letters. Below it, the word "IS" is in smaller black letters, followed by "A" in larger black letters. To the left of "IS" is a green hand-drawn virus icon with several protruding spikes. The word "PANDEMIC" is written in large, red, hand-painted capital letters at the bottom of the sign. The person holding the sign is wearing a light blue surgical mask and glasses. The background is slightly blurred, showing other people and what appears to be an outdoor setting. The sign is held up against a background of orange and yellow abstract shapes.

# Journal Prompt

- What are your personal intentions for this time?
- How are you going to ensure that this work is meaningful to you?





BRAVE vs  
SAFE  
Space





# Common Terms for Talking about Race

Racial Equity

BIPOC

Racism

Anti-Racist



## Racial Equity

When social, economic and political opportunities and outcomes are not predicted based upon a person's race.

Art Credit:  
Danielle Coke,  
@ohhappydani



## Why Equity instead of Equality?

The word equality implies "the same." However, because there is privilege in being white or even light skinned, being given "the same" opportunities, resources, etc does not necessarily make things fair.

BIPOC

Black,  
Indigenous, and  
People  
Of  
Color



# When to use BIPOC, Black, African American, Latinx, etc



## Say What You Mean

When talking about a topic or issue, say what you mean. Are you talking about only Black students? Then use the term Black (with a capital B!). Are you talking about a specific ethnic group like the Rohingya? Then say Rohingya. If you mean all people with darker skin and want to be inclusive, use BIPOC.



## Preference

If a student voices a preference for a certain term, use it! They may identify as Chicanx or Mexican rather than Latinx. They may prefer the term African American instead of Black. Whatever they choose and feel comfortable with should be honored. It's not up to you decide.

If you were to  
define **racism** right  
now, what would  
you say?



2:42

For our purposes in this space,  
we will define

# Racism

in this way...



Racial  
Prejudice

+

Power

=


Racism

“Racial prejudice, combined with social power - access to social, cultural, and economic resources and decision making - leads to the institutionalization of racist policies and practices.”

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- BEVERLY DANIEL TATUM





How might this definition also apply to situations at a person-to-person level?



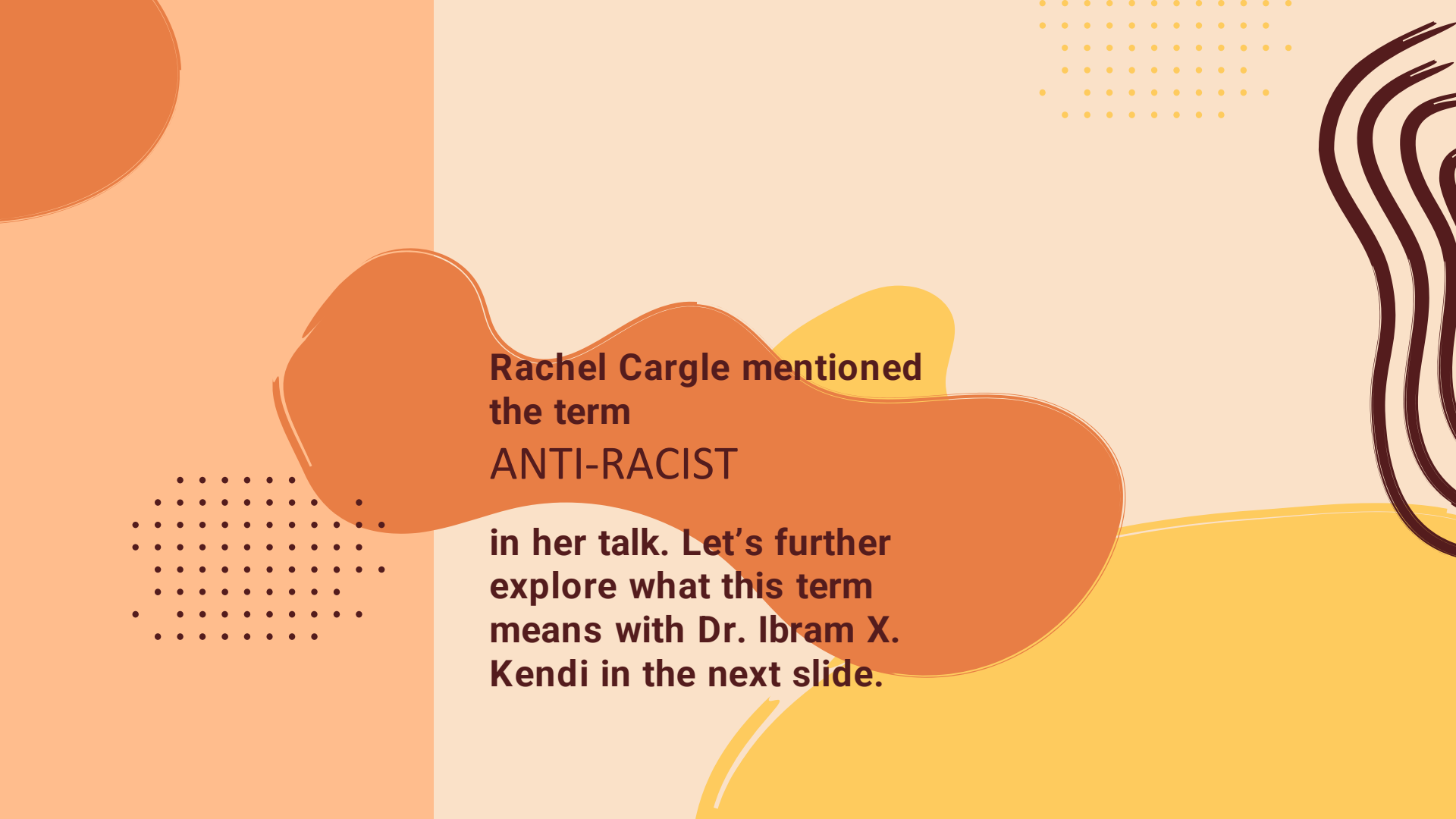
2:42

# Why does this matter?



Rachel Cargle - Public Academic,  
Writer, and Lecturer





**Rachel Cargle mentioned  
the term  
ANTI-RACIST**

**in her talk. Let's further  
explore what this term  
means with Dr. Ibram X.  
Kendi in the next slide.**

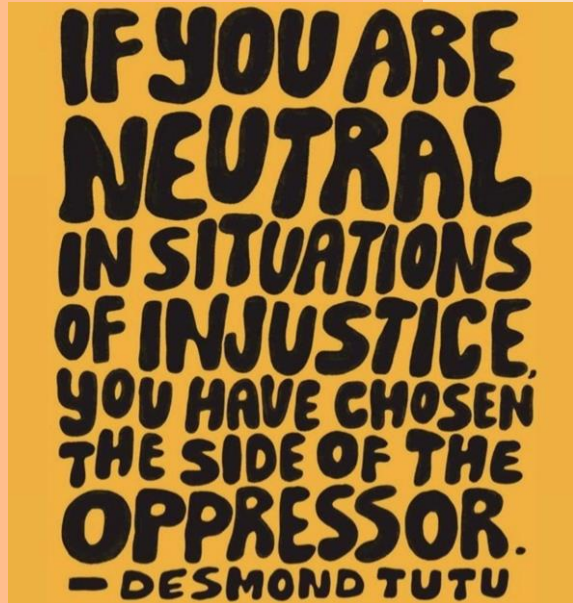
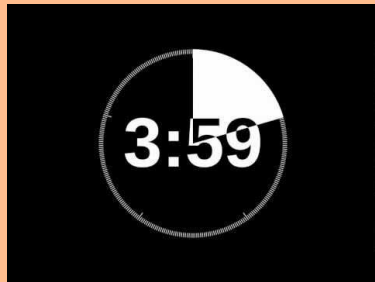
# “Not Racist” vs. Anti-Racist

## Dr. Ibram X Kendi



# Journal Prompt

- After listening to Dr. Kendi speak, what does the term “Anti-Racist” mean to you?
- How might you apply this to your work with kids?



Art Credit: Grace Owen @stuffgracemade



# REMEMBER

An accidental racist  
action does not make  
you a bad person.

It means you have an  
opportunity to learn, grow and  
do better.



## Practice Saying “THANK YOU FOR CORRECTING ME.”

Let's take a look at the story on page 4 in your workbook to further explore this. Take 3 minutes to read the story, then find a partner to discuss the follow up questions, or reflect on your own.

**7:00**



“Do the best you can until you know better. Then, when you know better, do better.”

*Maya Angelou*

The image features a vibrant, abstract background with various geometric and organic shapes. A large, dark orange shape dominates the center, containing the text 'Tip Time!'. To its right is a bright yellow shape. The background is filled with patterns of thin orange lines, a grid of black dots, and a yellow ring. The overall aesthetic is modern and colorful.

Tip Time!

## Tip 1:



Learn and Practice Names



## Tip 2:



**Think about Representation**

**Tip 2:**



**“It’s me!”**

## Tip 3:

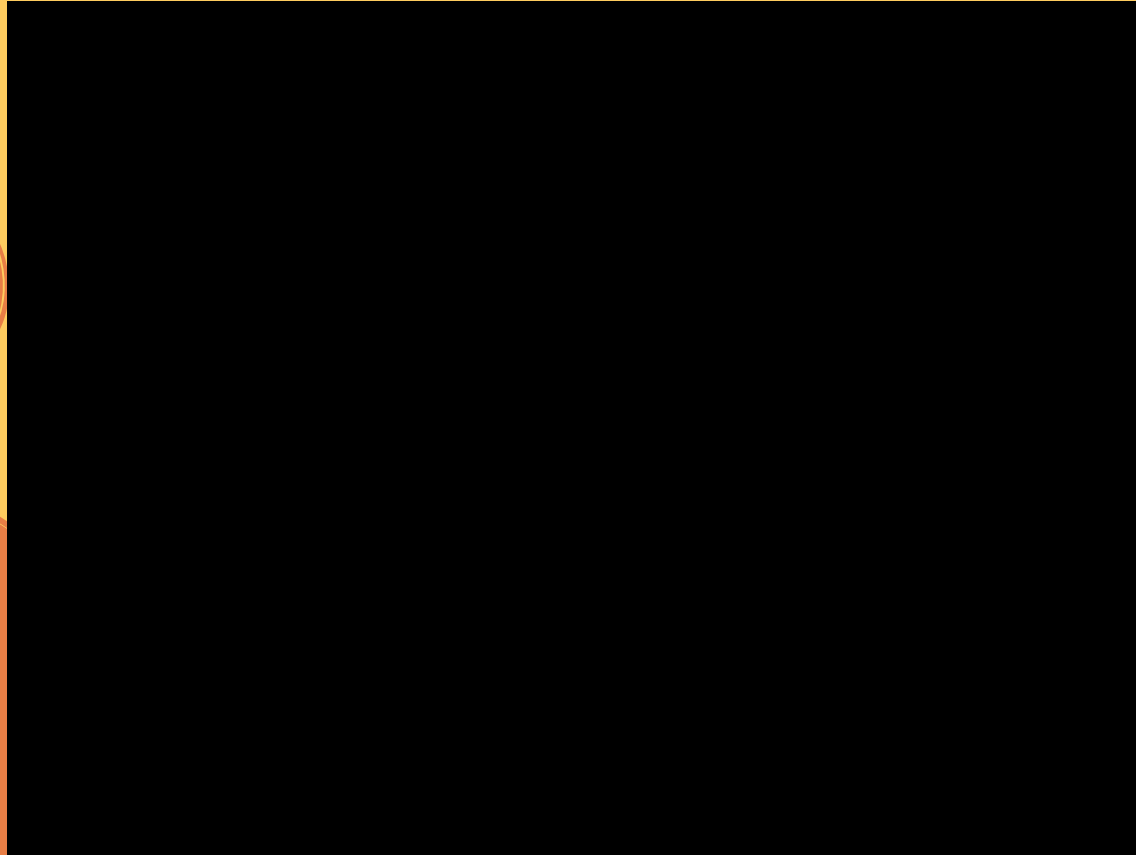


**Mental Rehearsal & Practice**

# THANK YOU!



THANK YOU!





“If you have  
privilege, spend it  
well.”

*Dr. Joy DeGruy*

# CREDITS

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