

Penn High School Professional Development

Review of SEL Lesson for the Week of March 1, 2021:
Racism and Anti-Racism

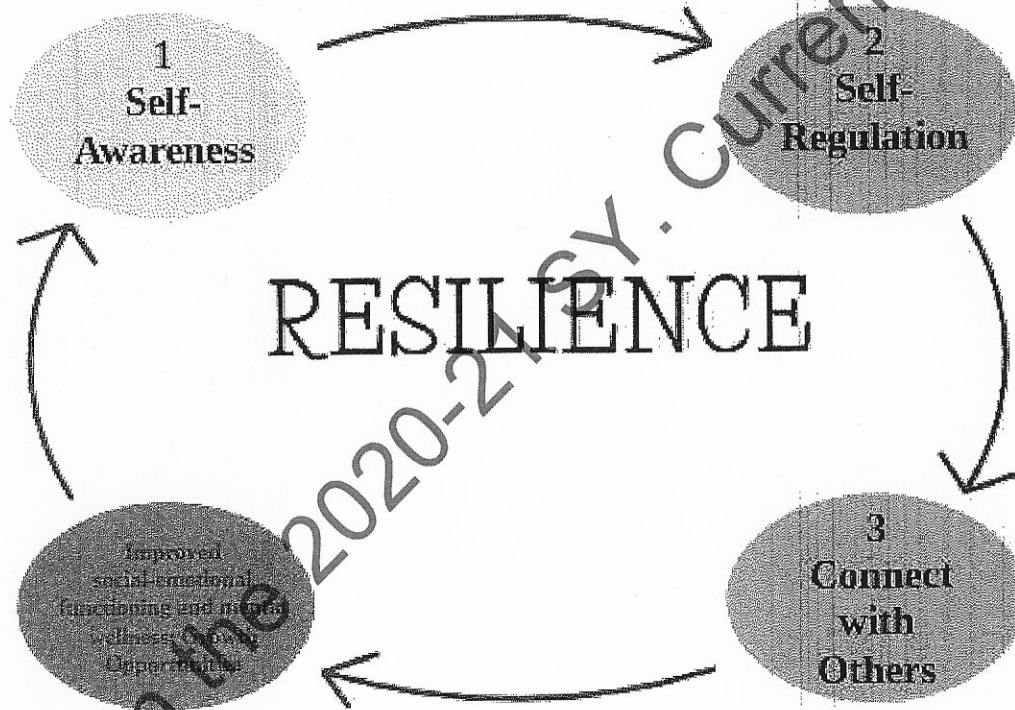
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Agreements

- Maintain Confidential, Safe Space
- Maintain Engagement
- May Experience Discomfort (Discomfort = Growth)
- We are all at different places, and that is okay.
- Embrace a Growth Mindset (We are not there, YET, but together we are making strides)
- We are in this TOGETHER, and we are better together
- Focus on outcome to better P-H-M
- Listen for understanding
- Positive Intent
- District Outcomes
- Diversity Makes us Great

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Having tough conversations...



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Break-Out Rooms: Why do you think it is so difficult or hard for people to talk about racism?



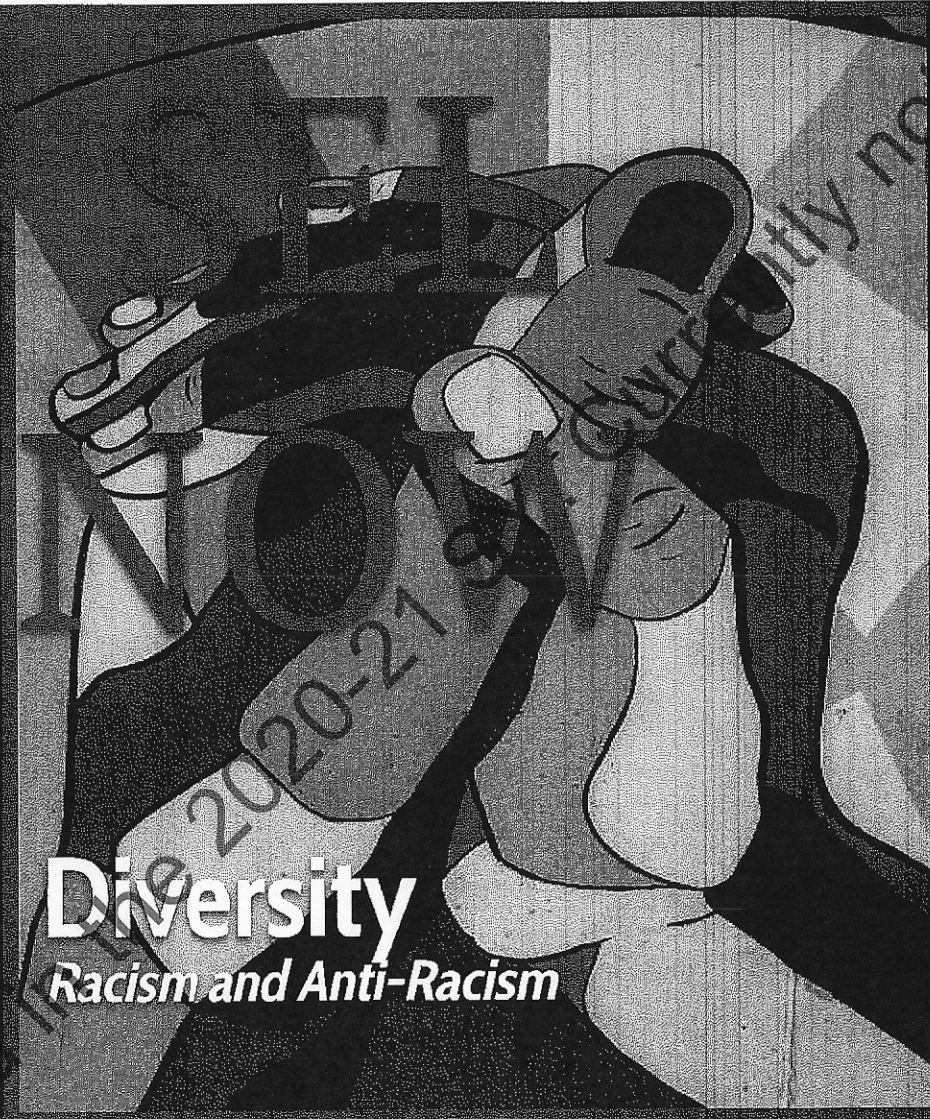
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You might hear responses that can evoke emotions. Some students might think some of us cannot grasp their perspective



Helpful Tips:

- Refer to Agreements
- Do not talk about specific incidents in class (Talk privately and report to administration if there are concerns)
- Reviewing lesson ahead of time will hopefully help as you lead the discussion
- Respect without interrupting
- Commit to learning, not debating
- Commit to learning
- Avoid blame and speculation
- Avoid inflammatory language
- Re-word questions posed by students (correct misinformation, ask for clarification, review main points)
- Foster civility
- Summarize main points and reflect
- For more information, please see [this source on Ten Tips for Facilitating Classroom Discussions on Sensitive Topics](#)



Diversity
Racism and Anti-Racism

PD use

use.

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Race Conversations

“The idea that race conversations divide us is kind of ironic because we’re already divided by race. Talking about the division is not what is causing it. Not talking about it is what protects it.”

Robin DiAngelo

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Table of Contents/Agenda

- SEL
- Check-In
- Purpose...Why this matters
- Breaking it down...What is Racism
- It happens everywhere, unfortunately...Sharing Stories
- Anti-Racism
- Discussion
- Sharing Stories-Student Voice
- No Middle Ground-Must do something to make a change (Mr. Derrick White, P-H-M's Director of Diversity, Equity, & Inclusion)
- What can we do? It is up to each of us!
- Check-Out

Sources

- Template for this magazine courtesy of Ryan O'Donnell www.creativeedtech.com

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SEL

Celebrating & Valuing Diversity is part of SEL.

SEL Competencies:

- **Connection** refers to the ability to have strong social awareness, giving students the ability to take the perspectives of others, and empathize with people of diverse backgrounds and cultures.
- **Collaboration** is the ability to work well with others (builds positive communication and conflict management skills)

SEL Standards:

- 4B. Students will understand teamwork and works with others.
- 5A. Students treat others fairly and respectfully, able to see multiple perspectives and is open-minded.
- 5B. Students demonstrate care and concern for others.

Learning Targets: Students will learn more about valuing and celebrating diversity by exploring racism and anti-racism.



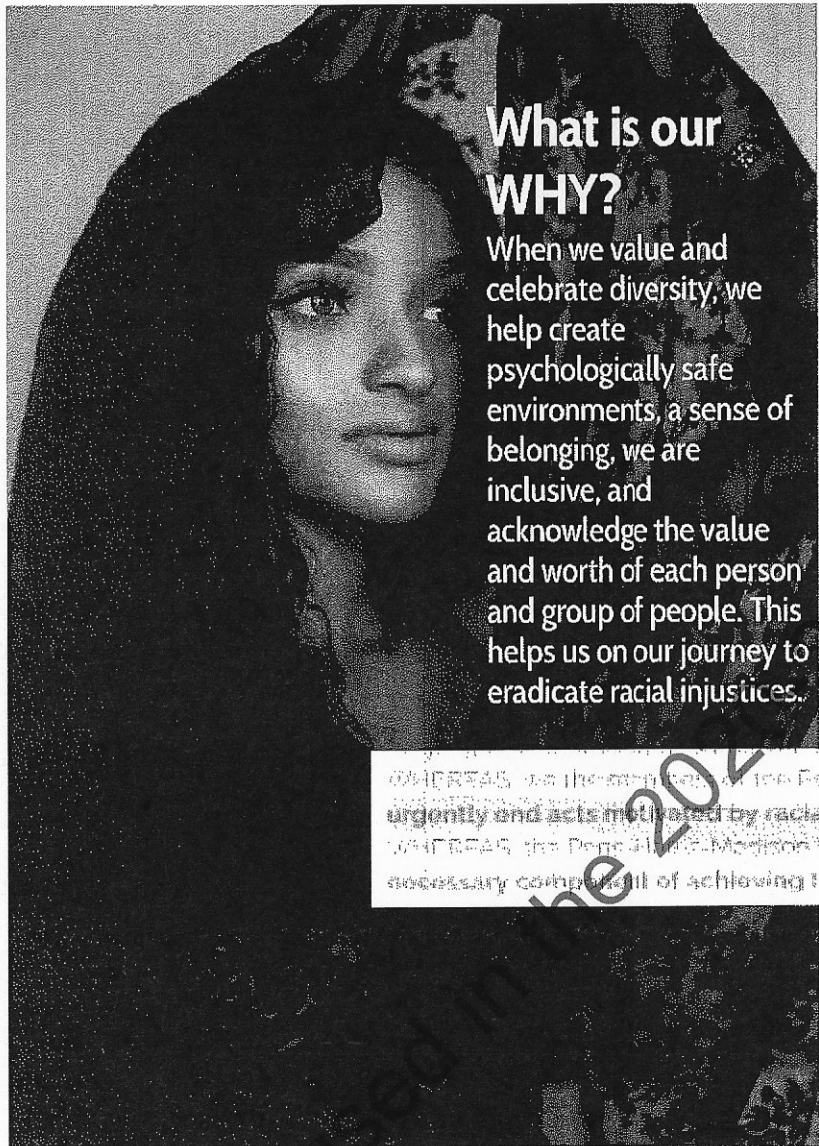
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Check-In Question:

What quote (A or B) resonates with you and why? Share out loud or put your response in the chat.

- **Quote A:** "Pain is usually essential to healing. When it comes to healing America of racism, we want to heal America without pain, *but without pain, there is no progress.*" -Dr. Ibram X. Kendi
- **Quote B:** "One of things that I made a mission for myself is to just learn so much about everything I don't know and every group of people that I don't know, *because the more I understand different groups of people that come from different walks of life, the more I actually even understand myself.*" -Dr. Ibram X. Kendi

With growth, there is some discomfort. Remember, we are all in this together and working. No one is pointing fingers. We each have to be self-aware and look inward.



What is our WHY?

When we value and celebrate diversity, we help create psychologically safe environments, a sense of belonging, we are inclusive, and acknowledge the value and worth of each person and group of people. This helps us on our journey to eradicate racial injustices.

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Resolution of P-H-M's School Board of Trustees

July 1, 2020-Special Board Meeting for

- Share Resolution to End Racism and Racial Inequality
- Announce a new Diversity, Equity, & Inclusion Officer Position
- Announce Diversity SAC/School Task Force

RESOLUTION OF THE PENN-HARRIS-MADISON BOARD OF SCHOOL TRUSTEES TO BRING ABOUT SYSTEMATIC AND STRUCTURAL CHANGE TO ENSURE DIVERSITY, INCLUSION, AND EQUALITY.

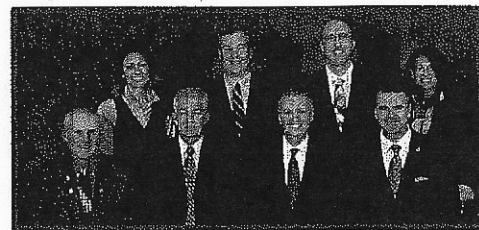
Wednesday, July 1, 2020

WHEREAS, the unjust killing of Mr. George Floyd on May 25, 2020 in Minneapolis, Minnesota, along with the preceding and unjust deaths of Ahmaud Arbery, Breonna Taylor and many others, has generated a much needed national discussion on the necessity of ensuring permanent racial equality and racial justice. The members of the Penn-Harris-Madison Board of School Trustees are saddened by and stand against these unjust deaths. WHEREAS, as we prepare to celebrate the United States of America's 244th year of independence, the Penn-Harris-Madison Board of School Trustees is guided by the wisdom of one of this country's greatest leaders, Dr. Martin Luther King Jr.: "Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly."

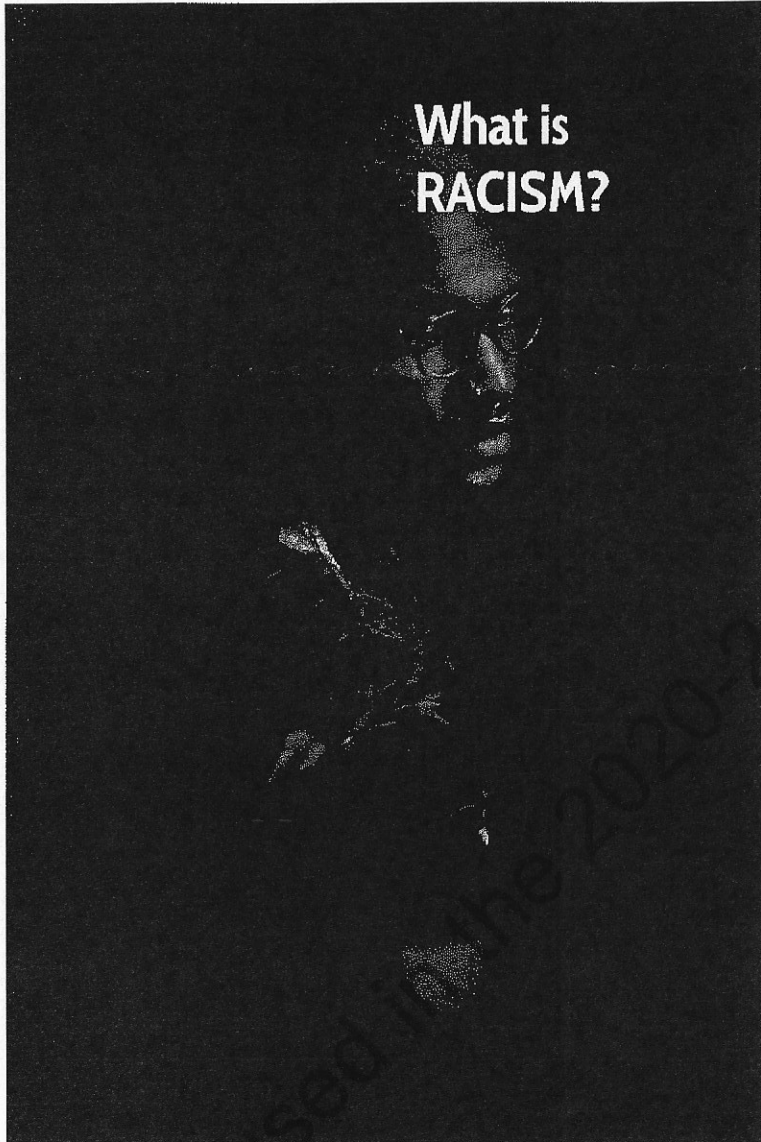
WHEREAS, we, the members of the Penn-Harris-Madison Board of School Trustees and Administration, acknowledge that we must urgently and acts motivated by racial animus and bias, remediate racial inequities, and end any form of racism in our schools. WHEREAS, the Penn-Harris-Madison Board of School Trustees recognizes that working with the school community is a vital and necessary component of achieving the goals expressed in this Resolution.

NOW THEREFORE, BE IT RESOLVED that we, the members of the Penn-Harris-Madison Board of School Trustees shall implement all reforms necessary to eradicate racism and racial injustice within the Penn Harris Madison School Corporation. We recognize and will fulfill our duty to foster a safe, healthy, and inclusive learning environment; to ensure that all are treated with dignity and respect; and to do our part to bring about positive change, end discrimination and secure equality for all.

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**What is
RACISM?**

Breaking it down...What is Racism?

According to Dr. Robin DiAngelo racism is a system rather than just a slur; it is prejudice plus power.



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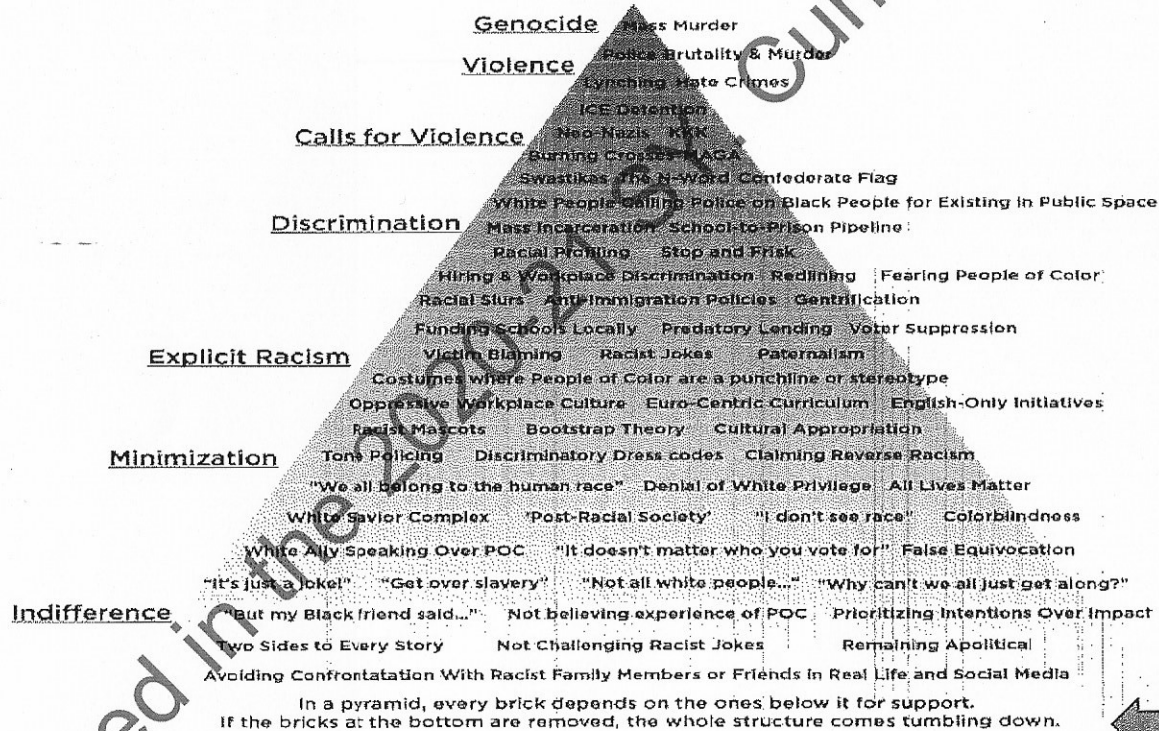
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Pyramid of White Supremacy

Why talking about racism is important.

Pyramid of White Supremacy

Adapted by the National Equity Project from Ellen Tuzzolo & Safehouse Progressive Alliance for Nonviolence



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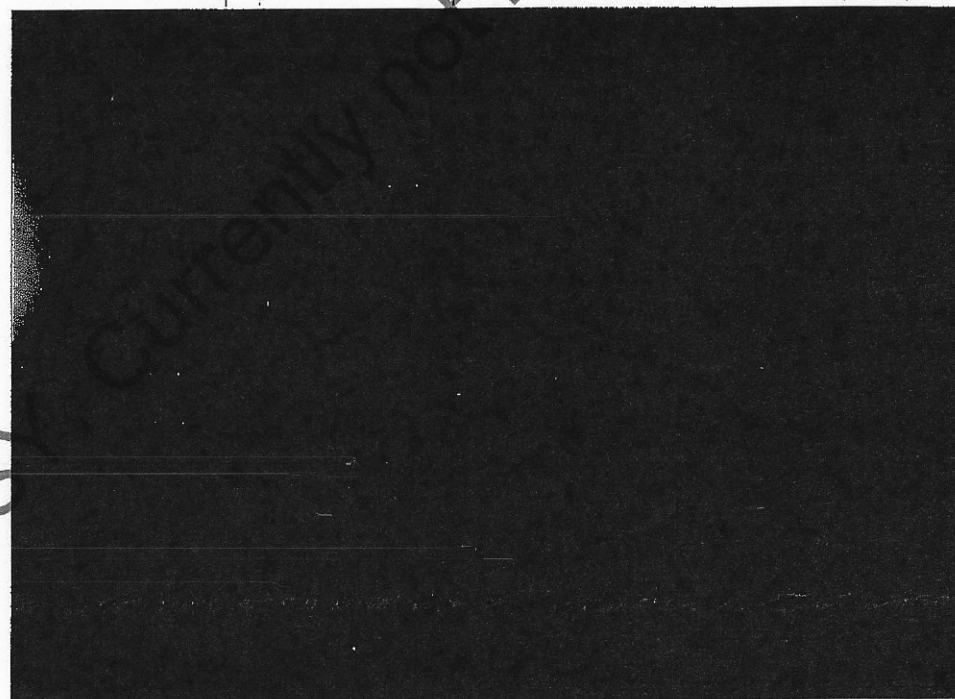
**Do you think it doesn't happen?
Unfortunately, it happens
everywhere. It impacts our students.**

The importance of Sharing Stories

[REDACTED] Penn High School Senior



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**There is hope to overcome...
Anti-Racism**

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It is up to each of us

We each can make a difference.

P-H-M's Board of School Trustees made a Resolution this summer to work toward ending racism.

Board of School Trustees sets the example.

Resolution

Superintendent Advisory Council

SEL lesson for students

PD



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If you have specific concerns or need to talk more...

Students can reach out to their counselor, let your teacher know, make a report to the Safe School Helpline®, or talk to an administrator.

For staff, please talk with an administrator.

Additionally, we have an Employee Assistance Program through New Avenues. Most employee groups can get up to three free counseling sessions per incident per year. It is completely confidential. NewAvenuesOnline.com or 800-731-6501

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Just to serve as a friendly reminder, social or emotional supports are available if you need them or want to talk. Every student is important and we are here for students.

The next slides will indicate how to contact school counselors in P-H-M. You will just need to pay attention to the school counselors at your school.

Report Student Concerns:

Safe School Helpline is a 24/7 communication service for parents, students and staff to make reports of safety concerns:



Download the Safe School Helpline® app from the App Store or Google Play



Call: 1-800-418-6423, ext. 359



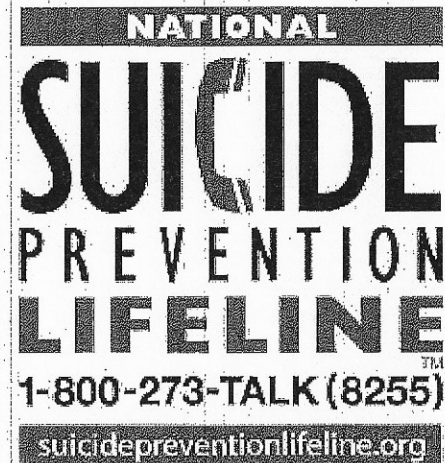
Text: TIPS to 66746



Online: SafeSchoolHelpline.com

Crisis Resources

- 911
- National Suicide Prevention Lifeline
Someone to talk to 24/7/365
suicidepreventionlifeline.org
1-800-273-TALK



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Penn High School Counselors




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Megan Bidigare

Student Supports/SEL

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Penn High School

Ways to Contact Counselor

- Through email (as listed in previous slide)
- By calling (574) 258-9502 (main Counseling Center number) to be connected via phone call
- Through virtual or in-person meetings (via appointment)
 - Appointments can be requested through email, phone, or through the Virtual Counseling Office (pictured above) that was shared at the beginning of the year.



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Check-Out Question

The opposite of racist isn't "not racist". It is "anti-racist." -Dr. Kendi

As a Kingsmen what are some things YOU can do to make a difference and be an anti-racist?

What can an educator do to be an anti-racist?

<https://forms.gle/wyJf5cAD2ECjSU5M6>

This may cause some discomfort or even pain, but that can be a good thing because it signifies growth. We can deal with it by talking about it.

This impacts all of us. We are in this together. We need to remember that it is more about the students' comfort.

NOW



"Implementing a transformative racial equity commitment is difficult, especially if we face significant resistance. **Of course, it's not more difficult than navigating racism**, which many students, families, and educators of color endure."
-Paul Gorski

Resource Articles for Teachers:

[Let's Talk About Racism in Schools](#)

[Robin DiAngelo on Educators' "White Fragility"](#)

If you want to talk about this topic more, there will be an open session on Thursday, February 25, 2020 at 3:30.

Please send questions or comments ahead of time.

Google Form



<http://bit.ly/penntalks>

Thank you



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