Penn High School Professional Development
Review of SEL Lesson for the Week of March 1, 2021: Racism and Anti-Racism
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
Having tough conversations...

RESILIENCE

1. Self-Awareness
2. Self-Regulation
3. Connect with Others

PD used in the 2020-21 SY. Currently not in use.
Break-Out Rooms: Why do you think it is so difficult or hard for people to talk about racism?

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
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
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
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.

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

WHEREAS, the tragic killing of 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 much-needed national discussion on the necessity of ensuring permanent racial equality and justice. The members of the Penn-Harris-Madison Board of School Trustees are saddened by and stand against these unjust acts.

NOW

WHEREAS, as we prepare to celebrate the United States of America's 245th 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., who said, 'Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of interdependence, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.'

WHEREAS, the members of the Penn-Harris-Madison Board of School Trustees and Administration acknowledge that we must urgently end acts instigated 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

WHEREAS, the Penn-Harris-Madison Board of School Trustees and Administration acknowledge that we must urgently end acts instigated by racial animus and bias, remediate racial inequities, and end any form of racism in our schools.

NOW

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.

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.
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.
Pyramid of White Supremacy

Genocide
Violence
Calls for Violence
Discrimination
Explicit Racism
Minimization
Indifference

Why talking about racism is important.
Do you think it doesn’t happen? Unfortunately, it happens everywhere. It impacts our students.

The importance of Sharing Stories

Penn High School Senior

There is hope to overcome... Anti-Racism
Q: What can we do to make a Difference?
A: Anti-Racism

What is anti-racism?

According to Dr. Ibram X. Kendi, anti-racism is taking a stand against all forms of bigotry by seeing humanity in all racial groups. It requires an individual to choose everyday to think, act and advocate for equality.

But there is no neutrality in the racism struggle... One either allows racial inequities to persevere, as a racist, or confronts racial inequities, as an anti-racist. There is no in between safe space of 'not racist.' The claim of 'not racist' neutrality is a mask for racism." Dr. Ibram X. Kendi.
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

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

WHEREAS, the tragic killing of Mr. George Floyd on May 25, 2020 in Minneapolis, Minnesota, along with the preceding unjust deaths of Ahmaud Arbery, Breonna Taylor and many others, has generated much-needed national discussion on the necessity of ending systemic racism, racial inequality, and racial injustice. The members of the Penn-Harris-Madison Board of School Trustees are saddened by and stand in opposition to these unjust deaths.

WHEREAS, as we prepare to celebrate the United States of America’s 4th of July, we are reminded that our country was founded on the principles of liberty, equality, and justice. The Penn-Harris-Madison School Board of School Trustees recognizes that our country was built on a foundation of diversity. Diversity affects us; indirectly, affects all.

WHEREAS, the Board of the Penn-Harris-Madison Board of School Trustees and Administration, acknowledges that we must work together to create a school district that is equitable for all.

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 the related issues 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 use our power to bring about positive change, end discrimination and secure equality for all.
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
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
Penn High School Counselors

John Westra
Director of Counseling
Foreign Exchange, Pennway Night School
jwestra@pennk12m.us

Maddi Watkins
Last Name: Miao-Stauff Grade 12
Last Name: Pl-8th Grades 7-12
maddi.watkins@pennk12m.us

Shane Varga
Last Name: Hahn-Linna Grade 12
Last Name: Honors Grades 11-12
shane@pennk12m.us

Lynn Stratford
Last Name: Abbas-Craft Grade 10
Last Name: A-Coom Grade 11-12
lynn.stratford@pennk12m.us

Emily Lehman
Last Name: A-Lenarr Grade 9
Last Name: A-Lehman Grade 11-12
emily.lehman@pennk12m.us

Sandy Hunter
Last Name: Craig-Hadi Grade 12
Last Name: Coo-Hait Grades 11-12
sandy.hunter@pennk12m.us

Janiece Fitzgerald
Last Name: Stee-Zuda Grade 11
Last Name: Sh-Z Grades 11-12
janiece.fitgerald@pennk12m.us

Marni Cronk
Last Name: Lemon Z Grade 9
Last Name: Marni@pennk12m.us

Amanda Bates
Last Name: List-Petty Grade 12
Last Name: Leo-Oar Grade 11-12
amanda.bates@pennk12m.us

Megan Bidigare
Student Support/SEL

PD used in the 2020-2021 S.Y. Currently not in use.
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.
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.

“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

Thank you
CREDITS.

Presentation Template: Ryan O'Donnell

To comply with this template's license, you have to keep this slide or mention the creator in the footer of a slide.