

CRT/DEI on ROBS' Social Media

I. Tod Herauf Twitter @TeachinTodd⁸⁹

- 12/5/19 "Excited to be here at #NAISPoCC2019 with [Connor Cook, Amy Womack, Leanne Reynolds, Dawn Hanson, Brian Mahabee, and Melanie Hightower]"
- 12/26/20 Retweet of Emmanuel Acho: *Uncomfortable Conversations with a Black Man* video (all about white privilege, implicit bias, etc.)
- 12/29/20 Advancing equity through innovation: a choice, not a guarantee
- 1/15/21 Defining Implicit Bias and Racial Anxiety (NAIS article)
- 1/6/21 Retweet of Ashley Mejia: "An impactful and thought-provoking day working with ROBS and Alison Park focusing on cultural competencies. Feeling optimistic about our work in 2021 and beyond."
- 3/1/21 Retweet of Crystal Frommert article from ASCD: "Nine Ways to Promote Equity in Our Schools"

II. Leanne Reynolds Twitter @lreynolds65⁹⁰

- 12/5/19 "Me too!" – Sharing Todd Herauf's tweet "Excited to be here at #NAISPoCC2019."
- 6/22/20 "As I explored by racial identity, I realized how it informs the choices and decisions I make" with a link to NAIS article
- 6/30/20 Retweet of Emmanuel Acho: *Uncomfortable Conversations with a Black Man*

III. Leanne Reynolds Facebook and Instagram @reynolds_leanne

- 3/2/19 "The NAIS Conference was great..." (With Deborah Harper)
- 12/5/19 "I am in Seattle learning alongside thousands of colleagues about how educators can develop empathetic, culturally competent, and racially conscious graduates who will become empathetic, culturally competent, and racially conscious leaders of tomorrow. We can't do it without empathetic, culturally competent, a racially conscious faculty, staff, parents, and Trustees. I am mentally and emotionally exhausted after the first day, and I am mentally and emotionally exhilarated at the same time."
- 12/8/19 "An emotional and heartfelt call to love – revolutionary love – by Valerie Kaur at POCC. To experience joy, we must love others, love our opponents, and love ourselves."

⁸⁹ https://twitter.com/TeachinTodd?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor

⁹⁰ <https://twitter.com/lreynolds65?lang=en>

- 2/4/20 “I saw this on Twitter just now. We spent an hour this afternoon designing plans for ensuring that every adult and child in our community are culturally competent and culturally responsive. The work ahead is vast, complicated, and necessary. Jesus led the charge to love God, self, and others. I can rest in knowing He’s not just with us, He’s in front of us preparing the way.” (Shared quote: “Faith tells me that no matter what lies ahead of me, God is already there.)
- 2/29/20 A very emotional part of our 8th grade trip to DC was the visit to the National Museum of African American History and Culture. As I walked through the museum, my whiteness became very prominent. I walked alongside African American families often with young children. I stood and listened as they tried to explain things as their children asked, ‘Why?’ I watched as tears streamed down their faces. Finally, I had to say, ‘I’m sorry.’ I took a picture that sums up my struggle with slavery, and sums up what I wrestled with throughout the museum – The Paradox of Liberty. I still can’t understand it.” (Shared photo of Declaration of Liberty: “All men are created equal...with certain unalienable rights...whenever any form of government becomes destructive of these ends, it is the right of the people to alter or abolish it.”)
- 6/1/20 “I have been heartbroken and afraid to speak out for fear of saying the wrong thing. Please watch this video. I now feel called and empowered to not worry about saying the wrong thing. My silence is more harmful than anything I say. #iamsorry” (Shared link to *Let’s Talk: A Conversation with Pastors Jeremy Foster, Jimmy Rollins, Chris Durso & Earl McClellan*)
- 6/2/20 “I am so proud of my city! We showed the world today what civil discourse looks like. There was anger, passion, and weeping but not violence. #blackouttuesday #blacklivesmatter.” (Shared photo of protestors holding Black Lives Matter sign and “We Can’t Rest. No Justice. No Peace.” sign)
- 6/4/20 “Will you join us? The feeling of helplessness is real. Educating ourselves, and dealing with the discomfort that will result is a step in the right direction.” (Shared link to debbyirving.com: *21-Day Racial Equity Habit Building Challenge*)
- 6/6/20 “Day 1 of my 21 Day Challenge. I am sharing a video that I found very enlightening.” (shared video of Emmanuel Acho’s *Uncomfortable Conversations With a Black Man*)
- 6/8/20 “Day 2 of my 21 Day Challenge. Besides having some informative conversations with colleagues and journaling, the following are my two learning activities for the day: 1) My sister sent me an article by Rev. Romel J. Tune called, ‘The Unspoken Privilege of Being White.’ 2) Watched Episode 2 of ‘When They See Us.’” (shared sojo.net article *Richard Rohr on White Privilege* – article about ‘systemic white privilege’)
- 6/9/20 “Day 3 of my 21 Day Challenge...” (shared nytimes.com article *Episode 1: The Fight for a True Democracy* – an article about the 1619 Project)
- 6/9/20 “I plan to attend!” (shared photo of seminar entitled Racism and Privilege: Having Honest Conversations with Our Children)

- 6/14/20 “Great conversation tonight about how to talk to our children about race and privilege...” (shared screenshot of St. Luke’s Family Recourse Recommendations on Race and Privilege, which includes articles such as *The Air We Breathe: Implicit Bias and Police Shootings* and *The Truth About the American Church’s Complicity in Racism*, books from activist/author Ibram X. Kendi, and a link to take an implicit bias test)
- 6/15/20 “Day 8 of my learning journey. Last night, I participated in St. Luke’s Parenting Event, ‘Racism and Privilege: Having Healthy Conversations With Our Children’...One thing I took away is that privilege = immunity. We (whites) are immune to what our friends of color are dealing with on a daily basis because of systemic racism and bias...Then my sister, Debra Stewart, told me to watch *13th* about the 13th amendment. It was very informative.” (shared link to Ava DuVernay’s film *13th* – a film that documents slavery’s ties to mass incarceration, which she alleges disproportionately affects black Americans)
- 6/17/20 “...day 9...I learned many things from watching Robbie Gordy’s speech, but a couple of things stood out to me: 1) Fighting racism is not a political call to action, it is a moral one. 2) Fighting racism isn’t about having the right opinion (or the wrong one) it is about doing the right thing.”
- 6/20/20 “Day 12 – This morning, I woke up thinking about my conservative political views and what I am learning about racism...This is the quote that stuck with me... ‘Modern conservatism defends voluntary community, encourages strong families, praises earned wealth and demands honest labor. Racism oppresses. Conservatism liberates. Conservatives should be front and center, leading the way on how to end institutional racism in America.’” (shared courier-journal.com op-ed Why Conservatives Should be Leading the Way to End Institutional Racism’)
- 6/22/20 “I was talking with some new friends today about the current racial climate and how exhausting it is for people of color.”
- 6/23/20 “I am participating in the Diversity Leadership Institute this week. One of my facilitators played a song for my small group and asked to listen quietly...The song was ‘What’s Going On’ by Marvin Gaye. I felt sad and discouraged. He wrote that song in 1971 and almost 50 years later, we are still hearing too many mothers crying, and too many brothers dying. We have to change things for our children and their children.”
- *The topic for the 2020 NAIS Diversity Leadership Institute was “The Conversation Ignored for Too Long: Race and Racism in Education and Society.” It was described on the website as “...faculty and participants invite you to join them in an honest conversation about race in America, one that can help pave the way for increasingly courageous conversations in your school communities. The high-profile and inhumane killings of black children, youth, and adults have raised public awareness about another pandemic, one that has plundered the lives of black and African American citizens for more than 400 years..”
- 6/24/20 “One of the many things I have been wrestling with over the last few weeks, is this...Can I be a conservative Christian that loves and supports our men and women in blue AND be an anti-racist?...I love, and pray for, our men and women in blue, AND, I am an anti-racist.”

- 6/25/20 “Day 15 – Today I am learning about how systems (I think school) can perpetuate conflict, racism, inequities, etc. because the people designing the systems are privileged (or not of a marginalized group). I know the word ‘privilege’ conjures up defensiveness but what I am learning is that there is no need for defensiveness, just recognize it for what it is. Privilege exists in many forms. For example, right-handed people are more privileged than left-handed people. Why? Because left-handed people make up about 10% of the world’s population. Things are not designed for the 10% - I guarantee you that a left-handed person did not invent the student desk or spiral-bound notebooks!...We can’t expect anger to go away until we acknowledge why it exists in the first place. As hard as it may be, I think we have to listen to the pain so that we can understand it, and with understanding comes the hope of reconciliation.”
- 6/26/20 “Day 16 of my 21 Day Learning Journey included the end of the Diversity Leadership Institute. I learned so much this week. Today’s session focused on leadership. We learned that for initiatives in our schools to be successful, we need all the pieces in place – one missing piece can inhibit success. And we must start with the ‘why.’” (shared slide from the NAIS Diversity Leadership Institute – ‘Vision + Consensus + Skills + Incentive + Resources + Action Plan = Change’)
- 6/28/20 “Day 18 – Growing up Southern Baptist, this hit home. I find it hopeful that churches are leading the conversation about race.” (shared YouTube video entitled “Live: A National Conversation on White Supremacy and American Christianity)
- 6/29/20 “Day 19 – Last week I learned about the neuroscience of bias. We all have biases. Implicit bias is when we act on stereotypes or prejudices without meaning to (unconscious bias). Here is an 8 point plan to fight implicit bias from the American Academy of Family Physicians: These eight tactics, which spell out ‘IMPLICIT,’ can help you mitigate your own implicit biases:
- Introspection: Explore and identify your own prejudices by taking implicit association tests or through other means of self-analysis.
 - Mindfulness: Since you’re more likely to give in to your biases when you’re under pressure, practice ways to reduce stress and increase mindfulness, such as focused breathing.
 - Perspective-taking: Consider experiences from the point of view of the person being stereotyped. You can do this by reading or watching content that discusses those experiences or directly interacting with people from those groups.
 - Learn to slow down: Before interacting with people from certain groups, pause and reflect to reduce reflexive actions. Consider positive examples of people from that stereotyped group, such as public figures or personal friends.
 - Individuation: Evaluate people on their personal characteristics rather than those affiliated with their group. This could include connecting over shared interests.

- Check your messaging: As opposed to saying things like ‘we don’t see color,’ use statements that welcome and embrace multiculturalism or other differences.
- Institutionalize fairness: Support a culture of diversity and inclusion at the organizational level. This could include using an ‘equity lens’ tool (multco.us) to identify your group’s blind spots or reviewing the images in your office to see if they further or undercut stereotypes. (The “equity lens” to which she refers is found on the website for Multnomah County, the county in which Portland, Oregon, is located. From the website: “The Equity and Empowerment Lens (with a racial justice focus) is a transformative quality improvement tool used to improve planning, decision-making, and resource allocation leading to more racially equitable policies and programs.)
- Take two: Resisting implicit bias is lifelong work. You have to constantly restart the process and look for new ways to improve.

7/1/20

“Day 21 – This is the end of my challenge, but I promise my friends of color that I am only beginning this journey. Here is why. I listened to a faculty child (8th) grader asking, ‘Where did WE go wrong?’ She is convicting. We all have to own our role in racism, and I am holding myself accountable, will you join me? ...We, white people, have no trouble saying that our Confederate flag flying peeps are not ‘us.’ But when there is looting, we want to generalize that all black people are pro-violence. Let’s be fair.”

9/30/20

“The ROBS Admin Team participated in a webinar today about racial literacy.”