

***White School Leader***

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***Affinity Group: Committed to***

***Antiracism***

— June 4, 2020 —

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# Agenda

2:00- Welcome, Purpose, Objectives, Norms

2:05- Tri Check-in

2:15- Moving Toward Action (Ally vs. Co-conspirator)

2:40- School/Leader Reflection

2:55- Antiracist Commitment and Next Steps

# BPS White Affinity Group Mission

We aim to educate, support, and respectfully challenge one another as white people to 1) face the historical and current realities of racism, particularly as it has impacted and continues to impact the Boston Public Schools, and 2) take bold steps to eliminate our own racial bias and, through our individual and collective leadership, the impact of racism on BPS students, families, and staff.

*\* This mission statement was drafted by the white affinity group at Bolling*

# Objective and Norms

## Today's Objective

- Create a space for white principals to engage in courageous conversations and identify next steps towards antiracist action in our schools

## Norms

- **Be Respectful:** We are all responsible for creating a safe space to share; create an atmosphere of warm invitation (not blame) and approach each other with a spirit of generosity
- **Dare to Be Open and Welcome Discomfort:** Moments of vulnerability and humility are often the greatest teachers; lean into discomfort - try it on
- **Maintain Confidentiality:** What's learned, leaves; what's said, stays.
- **Learn and Act Intentionally:** Invest in this experience as though your actions benefit hundreds, if not thousands, of students - they do

# Trio Check-Ins

**Activator:** [Dr. Robin DiAngelo](#) (1:00-2:50)

## Break-Out Groups:

- Intro: Name, school, pronouns
- What resonates with you?
- What challenges you?



# To Ally and Co-Conspire Towards Antiracism

Ally	To Ally	Co-Conspirator
<p>Someone who makes the commitment and effort to recognize their privilege (based on gender, class, race, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways (racialequitytools.org)</p>	<p>To ally is a skill you have to practice and check yourself on. Implied in the definition is action, not that it should just be used as an identity or fixed binary (Marks).</p>	<p>To be a white co-conspirator means to deliberately acknowledge that people of color are criminalized for dismantling white supremacy. It means we choose to take on the consequences of participating in a criminalized act, and we choose to support and center people of color in the reproductive justice movement (Rush).</p>

**Anti-Racism:** actively opposing racism by advocating for changes in political, economic, and social life.

## White People and Antiracist Work

“The point of anti-racist work isn’t to make white people feel they are doing better in their positions of privilege and power within this immoral system – it is for them to hold themselves and their white community accountable for addressing and attacking the very system that needs to be destroyed in order for Black people to stay alive and well.”

– Rachel Cargle

# Allying In Action

[Video # 1](#) (until 5:38)

[Video # 2](#) (4:16-5:54)

**Jane Elliott** - In response to the assassination of Martin Luther King, Jr. in 1968, Jane Elliott devised the "Blue Eyes/Brown Eyes Exercise." This, now famous, exercise labels participants as inferior or superior based solely upon the color of their eyes and exposes them to the experience of being a minority.



# Allying In Action

## **Breakout Group Questions:**

- Given the context of the time, how is Elliott a co-conspirator?
- Can you think of a time when you struggled to ally? Why?

## **Whole Group - In the Chat:**

- What have been barriers that have caused you to struggle to ally as a white school leader?

# Working Towards Antiracism

**Consider:** How is your response to the crisis (anti-Black racial violence) within the crisis (covid-19) now situated within the context of your school community and the long term goal of becoming an antiracist multicultural school community?

**Reflect & Commit to Action:** Use the [Continuum](#) to self-reflect on where your community is and identify high leverage action steps for:

- **Now** - Addressing anti-Black racial violence
- **Next/Later** - Working towards becoming an antiracist multicultural school

# Share Out

**“Raise your hand” to:**

Share your now/next/later action plans with the whole group.



# Post Reading

Summary of Stages of Racial Identity Development

For our White Friends Desiring to Be Allies

# Closing Commitments

**Commitments: In the Chat** - Name a commitment towards antiracist leadership in your school community.

**Exit Ticket:** Please complete the Exit Ticket so we can use your feedback to plan forward for future white school leader affinity group sessions

[Exit Ticket](#)

