

ENGAGE 23

CMCSS PROFESSIONAL LEARNING CONFERENCE



ENGAGE²³

CMCSS PROFESSIONAL LEARNING CONFERENCE

The World Needs More Purple People

Presented by:

Rebecca Pearson and Ashley Wendell



NORMS

A few agreements for our work together:



Ask questions.

Engage fully.



Integrate new information.

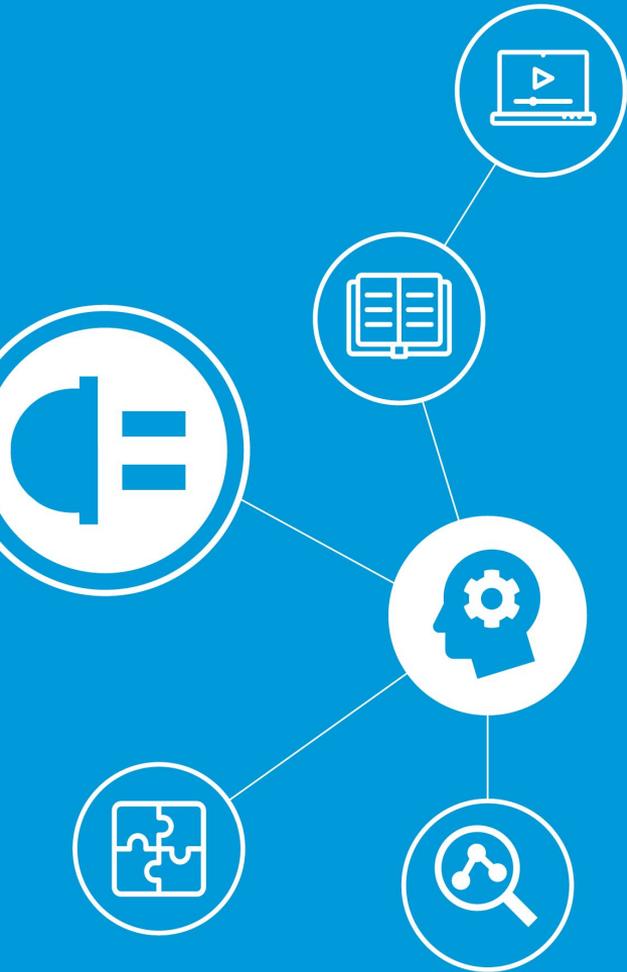
Open your mind to diverse views.



Utilize what you learn.

The World Needs More Purple People

Using DEI (Diversity, Equity and Inclusion) to Connect



What is a “Purple” Person?

Great question. I mean, really great! Because purple people always ask really great questions. They bring their family, friends, and communities together, and they speak up for what’s right. They are kind and hardworking, and they love to laugh (especially at Grandpa’s funny noises)! A purple person is an everyday superhero! How do you become one? That’s the fun part! Penny Purple will lead you through the steps. Get ready to be silly, exercise your curiosity, use your voice, and be inspired.

“Worst” Icebreaker

Choose one of the following:

- Worst Pick-Up line
- Worst movie you’ve ever seen
- Worst holiday experience
- Worst advice you ever gave or received



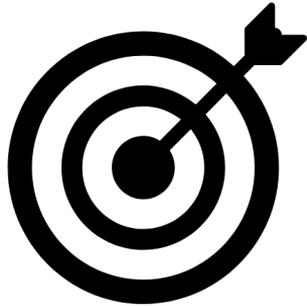


I alone cannot change the world,
but I can cast a stone across the waters
to create many ripples.

-- Mother Teresa

MindfulMBA™

Clear Target



I can

- respond appropriately when encountering racial and cultural bias, helping those around me feel seen and heard.

Cultural Competency vs Cultural Humility



ENGAGE23

CMCSS PROFESSIONAL LEARNING CONFERENCE

Cultural Competency

Cultural Competency means being aware of your own cultural beliefs and values, and how these may be different from other cultures. This includes being able to learn about and honor the different cultures of those you teach/work with.



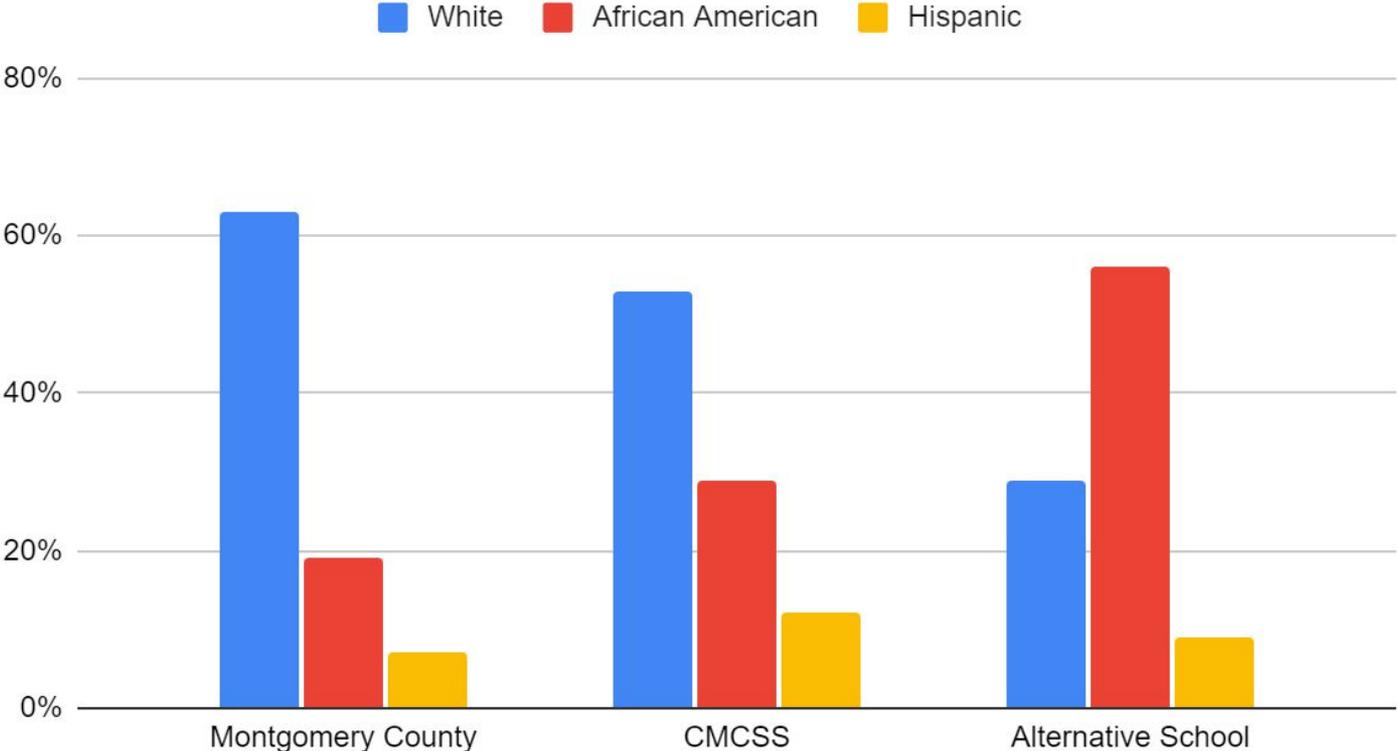
ENGAGE²³

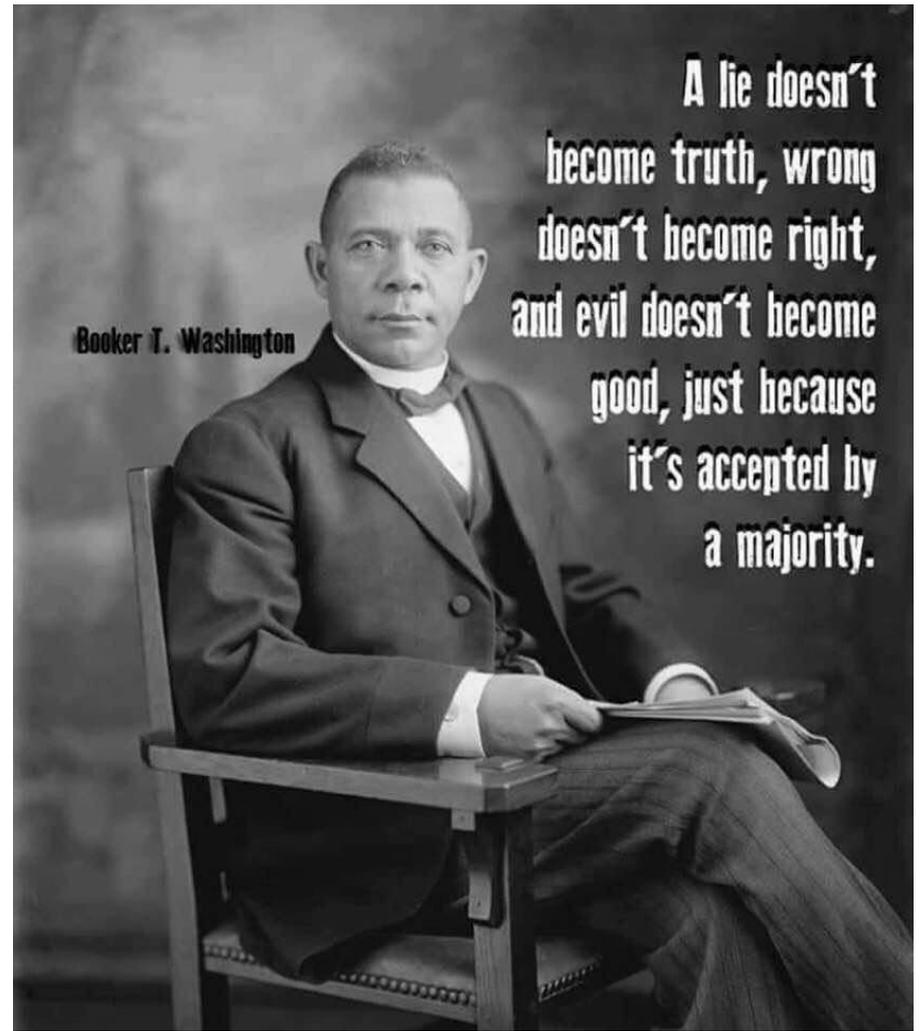
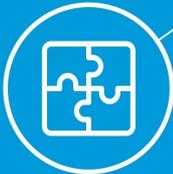
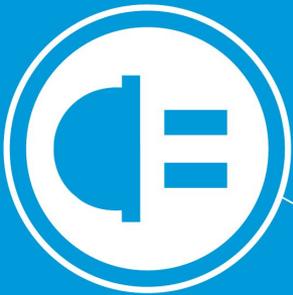
CMCSS PROFESSIONAL LEARNING CONFERENCE

Cultural Humility

- Cultural Humility is different from cultural competency because it focuses on self-humility rather than being an other directed “they/them” way of achieving a state of knowledge or awareness. It is helpful to see what others see; what they themselves have determined is their personal expression of their heritage and their personal culture.
- Cultural Humility requires us to continually and intentionally examine our own thoughts and behaviors and how they affect those around us.

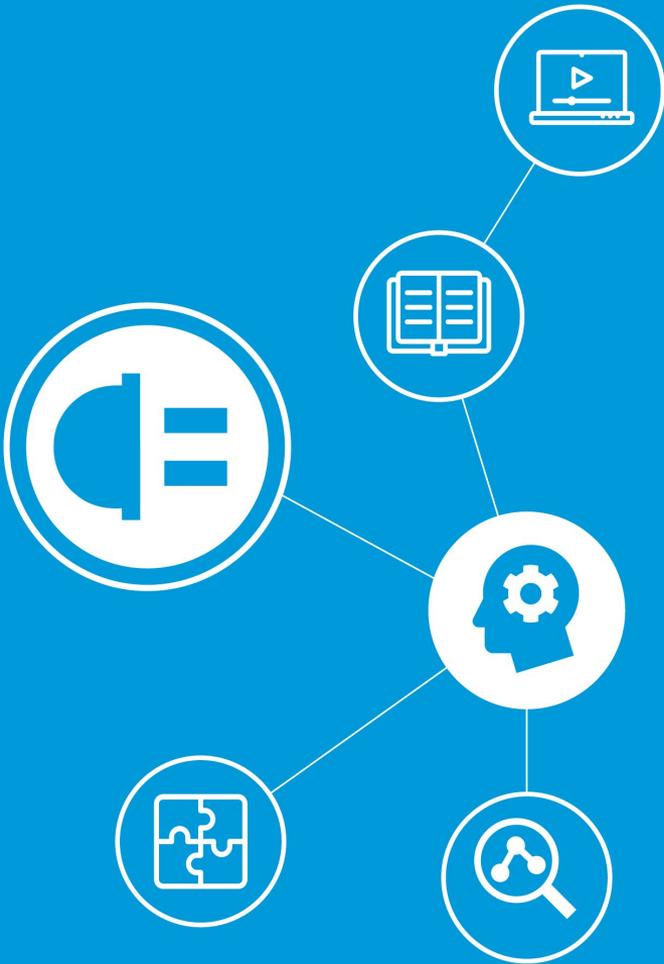
Montgomery County, CMCSS and Alternative School





Booker T. Washington

A lie doesn't
become truth, wrong
doesn't become right,
and evil doesn't become
good, just because
it's accepted by
a majority.



The Importance of Cultural Competency in Education

- Eye Color Experiment
- Bias
 - Implicit (unintentional)
 - Intentional
- Acclimate vs Assimilate

Trauma from language

Choosing words is important because:

Topics can be triggering - “Make this for your mommy”

Tone of voice - being tired/annoyed is dismissive and disconnected (remember you’re supposed to be a safe person)

Toothpaste can’t be put back into the tube.



Apologies are necessary and very important because they allow students to connect with you and allows you to model how to accept responsibility for choices.

“People fail to get along because they fear each other; they fear each other because they don't know each other; they don't know each other because they have not communicated with each other.”

- Martin Luther King Jr





**For
Understanding**

**Let's
Practice**

Scenario 1

You overhear a student call another student a racial slur. Student seems to be joking, but you are unsure. How would you respond to this situation?

Scenario 2

It is reported to you that a student has called another student a derogatory name. How would you respond to this situation?

Scenario 3

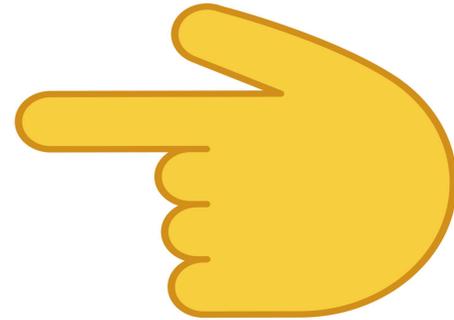
You have a new student in your class. They are new to Clarksville and English is not their first Language. How would you help this student acclimate and make sure they feel included?

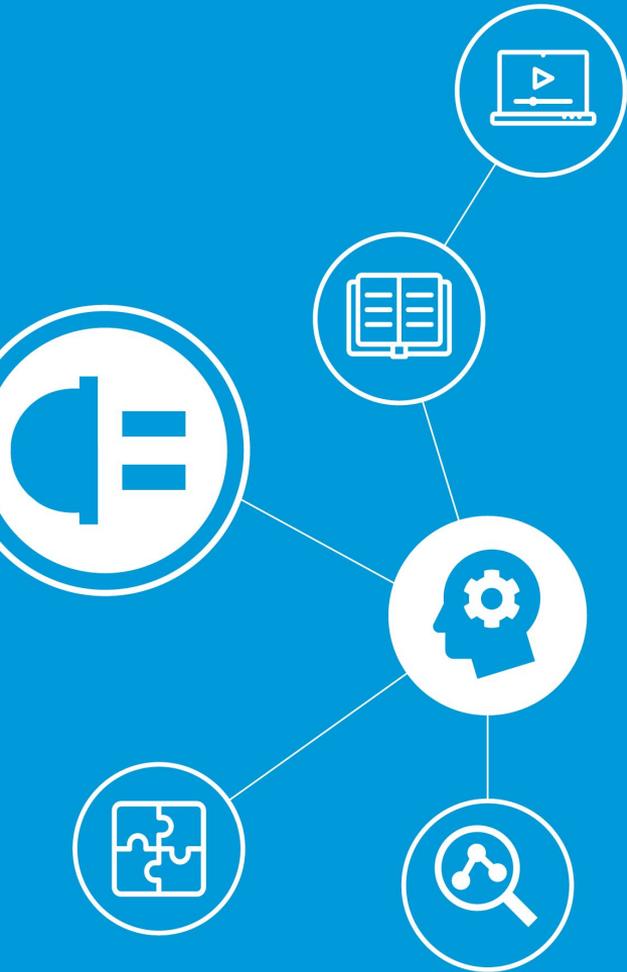
Scenario 4

It is August and you are getting your classroom set up. What things can you include in your classroom to help all feel safe and included in your classroom?

Things to Keep in Mind:

- Environment
- Tone of voice
- Choice of words
- Non-Verbals
- Self-awareness
- Know your triggers





Modeling

- Consistency
- Respect
- Behaviors
- Humility
- Apologies
- Restorative practices



ENGAGE23

CMCSS PROFESSIONAL LEARNING CONFERENCE

Self-Awareness:

“People can’t hear your teaching voice until they learn to trust your speaking voice.”

- Dr. Shree Walker, Resilient Walker



Things to Avoid

- “Should”
 - You aren’t in kindergarten, you SHOULD know...
 - You are __ years old, you SHOULD know how to...
- Assuming commonalities
 - Take this to your parents
 - How did you celebrate Christmas?
- Negating differences
 - “I don’t see color” is the same as saying “I don’t see you”

Recipe for “Better Society Gumbo”

- **Proximity**
 - to breed empathy
- **Honesty**
 - creates vulnerable dialogue
- **Value**
 - shows the inherent worth of everyone
- **A Common Goal**
 - we’re all in this together

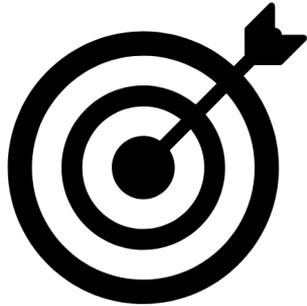
- *Tyler Merrill*



Social Identities, Privilege, and Oppression Outside of Race

Social Identity/System of Oppression	Privilege Status	Oppression Status
Race	White	Person of Color
Disability/Ableism	Able-bodied	Physical Disability, Cognitive Disability, Mental Health Disability
Gender/Sexism	Men, Cisgender	Women, Trans, Nonbinary, Genderqueer
Sexual Orientation	Heterosexual	LGBQ+, Polyamorous, Asexual, Aromantic
Religion	Christian	Muslim, Eastern, Pagan, Jewish, Hindu, Sikh, Buddhist, etc.
Social Class	Middle Class, Upper Class	Working Class, Poor Class
Age	Young Adults, Middle-Aged Adults	Children, Adolescents, Older Adults

Clear Target



I can

- respond appropriately when encountering racial and cultural bias, helping those around me feel seen and heard.

“Individually, we are one drop. Together, we are an Ocean.”

~ Ryunosuke Satoro ~





Questions





Resources:

District Curriculum:

- Connected and Respected
- Rhithm
- Second Step

Internet Sites:

https://www.edutopia.org/article/building-relationships-students-first-week?utm_content=linkpos1&utm_medium=email&utm_campaign=weekly-2023-06-28&utm_source=edu-newsletter

Reading List:

Adult:

Uncomfortable Conversations with a Black Man

- By Emmanuel Acho

Black Magic

- By Chad Sanders

The Racial Healing Handbook

- By Anneliese A. Singh, PhD LPC

Resilient Walker

- By Dr. Shree Walker

I Take My Coffee Black

-By Tyler Merritt

Ugly Me

By J. E. Stamper

The 2019 National School Climate Survey

Just the Facts about Sexual Orientation and Youth

SAFE SPACE - A Guide to supporting Lesbian, Gay, Bisexual KIT and Transgender Students in Your School

The Power of a 45-Second Investment in Relationship Building

The University of Colorado Center for Teaching & Learning



References

https://www.nationsreportcard.gov/dashboards/achievement_gaps.aspx#

<https://datausa.io/profile/geo/montgomery-county-tn#demographics>

The Racial Healing Handbook

I Take My Coffee Black

ASCA School Counselor Association
July-August 2020 vol 57 number 6 “A
Lifelong Process.”



Session Survey

- ❑ Navigate to the PLAN Homepage.
- ❑ Click Courses.
- ❑ Then, under My Surveys, click the Take Survey button for the desired session.

