

Educator Professional Development



Topic

ESI Creates-School



SEL Competency

Relationship Skills, Social Awareness



DU Theme

CRE, Implicit Bias

The video focuses on the comments of three different educators. Reflect on the comments of each one below and think about the questions that follow.

Nichole Rowe says, "Racism is a systems problem, now it's a network of people who are trying to change the system".

1. Describe how you see racism as a systems problem.
2. What structures exist in the school (or school system) you work in that perpetuate racist systems?
3. What actions are necessary in order to change these systems?
4. What can you do to support these necessary actions?

Anthony Santiago said, "Often times it's easy for educators to ignore that there are race issues... our focus was equity and access to the curriculum and... some harsh things came up".

1. Do you agree?
2. If a group of educators came to visit your school and looked at equity and access in the classroom, would you expect this group to find "some harsh things"? Why or why not?

Amy Parker says, "Going to the CREATES meetings has been a space for me to be pushed as an educator, but also just as a person about what it means to be antiracist".

1. What do you think it means to be antiracist?
2. On your journey right now, what structures or practices (both personal and professional) do you feel need to be examined? What is your plan to do this?