

All Staff PD - Exploring White Supremacy Culture in our Practices and in our School

December 11th, 2018 ([slides](#))

1:30-3:40

Norms <ul style="list-style-type: none"> ● Keep equity at the center ● Be student centered ● Be present ● Be in Discourse 2 	Outcomes <ol style="list-style-type: none"> 1. Build community and solidarity in working towards racial equity 2. Understand equity terms and examples more deeply 3. Understand where WSC fits in Viz's Hierarchy of Change 4. Become more familiar with White Supremacy Culture 5. Make personal commitments to address WSC in our individual practices 		Facilitators: Notetaker: Timekeeper: Process Checkers:
Agenda Item	Time	Key Information/Notes	Notes/Materials
Settling In/Transition to groups	1:25-1:30		
Community Building	1:30-1:40 10 min	Something fun	
Opening Moves	1:40-1:50 5 mins 5 mins	Agenda Review, Outcomes, Norms (stay engaged) Process Check- Ujiie Framing	
Ignite -	1:50 - 2:05 15 mins	Slideshow with Equity Terms and Pictures Pair Share (any pairings) <ul style="list-style-type: none"> ● Pick 1 term (of those selected) to try to explain to a 4th grader, switch 	
Input - Video	2:05 - 2:20 10 mins 4 mins	Framing Video <ul style="list-style-type: none"> ● If this is your first time viewing, consider: <ul style="list-style-type: none"> ○ What comes up for you? ● If you have watched before or read book, think of the following prompts: <ul style="list-style-type: none"> ○ What do you/we need in order to work through white fragility? Pair Share (in racial affinity) <ul style="list-style-type: none"> ● What came up for you? ● Have you seen this in your experience? 	

Break	2:20 - 2:25 5 mins		
Input - Reading	2:25 - 2:45 20 mins	2 examples of WSC Read article and annotate, using the following prompts: <ul style="list-style-type: none"> • Which caused me to have an emotional reaction? • Which of these have I experienced negatively? • Which one have I enacted on someone else? At school, at home, or in relationships/friendships? • What was the negative impact? • Why was this comfortable/natural for me? 	
Chew - Matching	2:45 - 3:00 15 mins	2 examples of WSC Form trios (across difference) <ol style="list-style-type: none"> 1. Match examples to descriptions 2. Select 2 that show up most between colleagues (record) 	
Chew - Small Group Discussions and Application	3:00 - 3:25 25 mins 15 5 5	Combine 2 trios to form small groups Discuss the following prompts: <ul style="list-style-type: none"> • Which caused me to have an emotional reaction? • Which of these have I experienced negatively? • Which one have I enacted on someone else? At school, at home, or in relationships/friendships? • What was the negative impact? • Why was this comfortable/natural for me? Quick Write <ul style="list-style-type: none"> • Examples from Facilitators • As a _____ (racial identity) I want to address _____(characteristic of WSC) by _____ (antidote) because _____(reasoning) Wave in Small Group <ul style="list-style-type: none"> • Each member shares their commitment with the small group • Collect Quick Writes for future work 	
Closing Moves	3:30 - 3:40 10 mins	Next Steps <ul style="list-style-type: none"> • HOC-purpose at end of the year, when we discuss graduate and 	

		<p>culture, when we discuss values</p> <ul style="list-style-type: none">● 1-2 Faculty Meetings dedicated to continuing this work● Affinity Groups will continue work● 2 Day Brave Spaces Institute Conference in February (3-4 spots) <p>Process Check Feedback Form</p>	
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