In 2004 it was projected that the majority of school age children in the year 2020 attending public schools would be children of color or children from diverse cultural, ethnic and linguistic backgrounds...

Merrell-James (2006)
EQUITY AND SOCIAL EMOTIONAL LEARNING

- Equity Stakeholder Council recommends all districts and schools consider the strategies presented in *Advancing Equity through Social Emotional Learning*
  - To implement high-quality SEL services and systems:
    1. keep equity at the forefront of their work
    2. maintain our shared commitment to disrupting systemic educational inequities across Wisconsin.

- The strategies are organized into four domains—
  - Student experience
  - District and school engagement
  - Coherence and alignment
  - Community partnerships

- These strategies at work can:
  - Improve the educational experiences for all students
  - Remove barriers to student success
  - Ensure educational equity throughout all educational systems in Wisconsin.
INTERRUPTING RACISM
EQUITY AND SOCIAL JUSTICE IN SCHOOL COUNSELING

- Overview of racial equity in schools
  - practical ideas
  - school-level practitioner can put into action

- Chapters include interrupting racism case studies and stories from school counselors about incorporating stakeholders into the work of racial equity

- Activities, lessons, and action plans promote self-reflection, staff-reflection, and student-reflection

- Encourage school counselors to drive systemic change for students through advocacy, collaboration, and leadership.
CHAPTER 5
TEACH THEM WELL
ANTI-BIAS SOCIAL EMOTIONAL LEARNING

- K-8 students: lesson plans for direct instruction during social emotional learning
- High school students: during advisory, after school workshop or within clubs
- Utilized the Teaching Tolerance Standards

- Teaching Tolerance Four Domains
  - Identity
  - Diversity
  - Justice
  - Action

- Identity and Diversity domains aim to reduce prejudice
- Justice and Action domains aim to move students toward collective action

Social Justice Standards: The Teaching Tolerance Anti-bias Framework is a set of 20 anchor standards and 80 grade-level outcomes organized into four domains—Identity, Diversity, Justice and Action

https://www.tolerance.org/professional-development/social-justice-standards-the-teaching-tolerance-antibias-framework
INTRA RACIAL BULLYING

- Intra-racial bullying, affects school-age children and adolescents within marginalized groups
- Adults either ignore or dismiss as nonexistent
  - Research exposes the danger of such adult attitudes
- These factors, or stressors, include students’:
  - Socioeconomic status
  - Identity development (e.g., the need for frequent socialization in school)
  - Physical characteristics (e.g., light skin/dark skin and “good hair”/“bad hair”)
- Students’ peer group affiliations are AFFECTED through name-calling and ostracism
- Self-esteem through verbal bullying
  - Perpetuate negative stereotypes, lower academic performance, and contribute to a climate of violence.

Conflict and relational aggression that occurs between members within a racial or ethnic group strictly because of phenotypical differences (Strong, 2013)

Merrell-James(2006)
PUTTING AN END TO INTRA-RACIAL BULLYING

- Include professional development training for students and staff, group and individual counseling
- Zero tolerance policies for verbal and other forms of bullying in schools
- Additional research is needed about intra-racial stressors that ensue from lower and middle class comparisons
**Teaching With Testimony**

**America to Me**

"America to Me" is a film about students at a Chicago high school. It explores themes of race, poverty, and the American Dream. The film is used in classrooms to encourage discussion and reflection on these issues.

**Teaching With Testimony**

**Stronger Than Hate Challenge**

Do your students have what it takes to recognize hate AND to try to stop it? The Stronger Than Hate Challenge invites students ages 13-18 to create a video, write a poem, song, or blog, or produce a painting or piece of artwork that demonstrates the chosen medium’s potential to create a community that is stronger than hate. Winning entries are eligible to win up to $10,000 in prizes!

**VABB Academy**

VABB Academy is a series of online courses that begins the journey towards making cultural responsiveness a meaningful aspect of your everyday life.

To enroll, visit vabb-academy.teachable.com

**Culturally Authentic and Responsive Texts**

Implement CLR teaching strategies in the classroom with collections of culturally authentic literature and information texts curated by expert Dr. Sharolyn Hollie. Order now at www.teachercreatedmaterials.com

**Responsive Reads**

Responsive Reads is a collection of recommended culturally authentic texts for ALL students and those who need them most.

Explore at www.responsivereads.com
COMMUNITY PARTNERSHIPS/PROFESSIONAL DEVELOPMENT

- YWCA/Community organizations
- Local colleges/universities
- Teaching Tolerance
- Books for African American students

Unlearning Racism: Tools for Action - Spring 2020 Series
YWCA Southeast Wisconsin

Eliminating racism is an ongoing process that involves a willingness to learn about, and begin, undoing, the adverse impact of racism on individuals, organizations, and communities.

This six-part workshop series examines the history and impact of racism and what participants can do about it. Less
YOUR CONVERSATIONS MATTER

INTERRUPT IT

- Say something
- Educators who choose not to address students who are racially teased are problematic
- Call them out
- Speak up, speak out

Modeling

- Educate of the ‘impact’ regardless of ‘intent’
- Encourage growth
- Tell me more about that...
- Never give advice unless asked
- Do not ask questions you know the answer to

✓ Listen to diverse voices
✓ Believe what they say when they say it
✓ Acknowledge feelings that may be associated
MOTIVATIONAL INTERVIEWING FOR SCHOOL COUNSELORS

EMPATHY CHECK LIST

- Simple Reflections
  - Reflect a few words/ideas shared

- Complex Reflections
  - Emotions- ‘You're feeling…”
  - Goals-”A goal of yours is…”
  - Values- “It’s important that you…”

- Autonomy & Asking Permission
  - Give Away Power Phrases/Questions
    - “It’s totally up to you. You get to decide.”
    - “I’m not going to tell you what to do or what to think. I’m here to help you decide what you want for yourself
  - Asking Permission
    - “Would it be ok if…”
Continuously expand your knowledge base

Conversations about social justice and racial equity

Current events that impact African American students

New Jersey Is Third State to Ban Discrimination Based on Hair
"No one should be made to feel uncomfortable or be discriminated against because of their natural hair," Gov. Phil Murphy said.

Granite Award-winner artist Ahki Fays showed her support by surprising Breanna Arnold, and together, Ahki and Breanna give back a year for $20,000 to put towards college, courtesy of Shutterfly.

Ball State professor called police to class because student would not change seats

A black student left his team bus to stretch. Police swarmed and put a gun to his head, lawsuit says. — The Washington Post
Historically Black Colleges and Universities (HBCU’s)

HBCUs are a source of accomplishment and great pride for the African American community as well as the entire nation.

HBCUs offer all students, regardless of race, an opportunity to develop their skills and talents.

- Advocate for advanced placement
- Introduce resources that may assist
- Expose to possible options/choices
  - Be careful of assumptions
  - Program criteria
- Provide with knowledge
  - Pre-requisites, research

Higher Education Implications

$35

Common Black Application

https://commonblackcollegeapp.com/

https://nces.ed.gov/COLLEGENAVIGATOR/?s=all&sp=4&pg=1
HISTORY, HERITAGE & HEART

**Affinity groups**

- Black Student Union
- Multicultural Clubs
- Parent Organizations
- Office of Multicultural Affairs
Mental health conditions do not discriminate based on race, color, gender or identity. Anyone can experience the challenges of mental illness regardless of their background.

However, your concerns or experiences and how you understand and cope with these conditions may be different.
QPR
Suicide Prevention Program
https://qprinstitute.com/

Prevent Suicide Greater Milwaukee
info@preventsuicidemke.com
www.preventsuicidemke.com

Youth Mental Health First Aid (YMHFA)

- Teaches participants the risk factors and warning signs of a variety of mental health challenges common among adolescents, including anxiety, depression, psychosis, eating disorders, AD/HD, disruptive behavior disorders, and substance use disorder.
- Participants do not learn to diagnose, learn to support a youth developing signs and symptoms of a mental illness or in an emotional crisis by applying a core five-step action plan:
  - Assess for risk of suicide or harm
  - Listen nonjudgmentally
  - Give reassurance and information
  - Encourage appropriate professional help
  - Encourage self-help and other support strategies

https://www.mentalhealthfirstaid.org/
**PROGRAMS**

- **ReSET**
  - [https://reset-mindbody.com/](https://reset-mindbody.com/)
- **Power Gurlz**

- **REDgen Student Group**
  - [https://www.redgen.org/](https://www.redgen.org/)
  - [https://www.theteencompass.org/](https://www.theteencompass.org/)

- **Sources of Strength**
  - [https://sourcesofstrength.org/](https://sourcesofstrength.org/)
Compassion Resilience Toolkit

This toolkit offers information, activities, and resources for school leadership and staff to understand, recognize, and minimize the experience of compassion fatigue and to increase compassion resilience perspectives and skills.

https://compassionresiliencetoolkit.org/schools/
SCHOOL CULTURE & COMMUNITY

- Increase staff knowledge base
- Have shared language around issues related to race and equity
- Seek input from people of color
- Promote and encourage how to best support and advocate for people of color
- Contribute to ideas that will EXPAND the cultural competence of ALL in your school community

- SEL shared practices
  - Book study
- Community events, open to all
- Professional development for staff
- Hiring practices
- Be at the table as an ally/advocate

“You can’t be what you can’t see.”

~Marian Wright Edelman
Founder and president of the Children’s Defense Fund (CDF)
RESOURCES

- https://www.wiscontext.org/how-redlining-continues-shape-racial-segregation-milwaukee?fbclid=IwAR0aJhDAoVVzRYjP3UViyTAtPEjo_E-rsFpsZrmH7ydPeD4WgjDn2A4AVnE
- https://www.mediaed.org/four-resources-for-teaching-about-implicit-bias/
- https://medium.com/national-equity-project/implicit-bias-structural-racism-6c52cf0f4a92
- https://blacklivesmatteratschool.com/
- https://humaneeducation.org/9-resources-teaching-unconscious-bias/
- http://www.elementaryschoolcounseling.org/individual-counseling-activities.html If you Really Knew Me
- https://dpi.wi.gov/sspw/mental-health/social-emotional-learning/advancing-equity-through-sel Advancing Equity Through SEL
- https://eji.org/bryan-stevenson/
- https://www.tolerance.org/magazine/ending-curriculum-violence?fbclid=IwAR2D9PerDzz2et9EySLXrmAptNV7UVficlJg3hNkNz1Eq3OjYS5tEsgra1Y
- https://www.facinghistory.org/
- Myth Busters ASCA Article https://www.schoolcounselor.org/asca/media/asca/ASCAU/Cultural-Competency-Specialist/MythBusters.pdf
RESOURCES


https://ies.ed.gov/ncee/edlabs/regions/midwest/partnerships/midwest_achievement_gap_research_alliance.aspx Midwest Achievement Gap Infographic

De Marco, A. C., Morgan, J. D., Ayankoya, B., & FPG's Race, Culture, and Ethnicity Committee, June, 2017 Brief Primer on Racial Equity http://fpg.unc.edu/sites/fpg.unc.edu/files/resources/other-resources/Brief%20PrimerRacialEquityHandOut.pdf

https://neaedjustice.org/black-lives-matter-school-resources/

Icebergs https://wisconsin.pbslearningmedia.org/resource/a353a4ba-cd56-4999-97dd-0e40e11a7211/iceberg-concept-of-culture-images-and-pdfs/

https://akgtcanada.com/if-i-really-knew-you/

http://nationathope.org/

https://theundefeated.com/features/americas-most-segregated-city-report-says/25765812 Redlining

https://www.theguardian.com/commentisfree/2015/may/12/michelle-obama-twice-as-good-african-americans-black-people


Merrell-James, R. Intra-racial bullying an issue of multicultural counseling.
MIA TATUM-CRIDER

- mia.tatum-crider@glendale.k12.wi.us
- 414-351-7160 Extension 2111

- Let’s stay in touch!