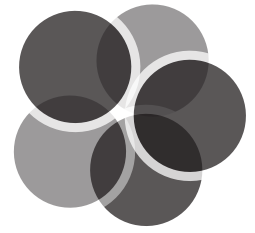


CONTENTS



MOVING TOWARD EQUITY—STARTING WITH THE ADULTS

Introduction	3
Restorative Justice/Transformative Justice Calls for Racial Awareness	4
Looking at Racial Disparities Together	6
The Problem of Whiteness	8
Living in a Racialized Society	10
Schools for All	11
Essential Guidance for Doing Racial Equity Work	14
Empowerment, Recognition, and Work on Self	15
The Importance of Pacing and Affinity Circles	18
Suggested Guidelines for Conversations about Race	21

KNOWING OUR ROOTS

14.1 Who Are My People? Circle	22
14.2 Welcoming New Faculty and Staff Circle	24
14.3 Exploring Identity Circle	26

RACIAL AFFINITY CIRCLES

14.4 Racial Affinity Circle for People of Color	30
14.5 Racial Affinity Circle for White People	32
14.6 Understanding Privilege and Oppression Circle for White People	34
14.7 Navigating White Spaces—A Support Circle for Teachers and Staff of Color	36
14.8 What Does It Mean for You as a POC to Teach in White Education? Circle	38
14.9 Colorism in Our Personal Lives and Community Circle	40
14.10 When It’s “Too Close to Home”: A Processing Circle for Teachers and Staff of Color	42

EXPLORING IMPLICIT/UNCONSCIOUS BIASES AND HOW THEY MANIFEST

14.11 Exploring Assumptions and Building Awareness Circle	44
14.12 Exploring Our Unconscious Social Training on Race Circle	46
14.13 Exploring Racial Injustice Within Existing Social Institutions Circle	48
14.14 Racial Harm and Exploring the Gap Between Intentions and Impact Circle	51

INVESTIGATING WHERE WE ARE

14.15 What's Going On in Our School Community: Looking at Data Together Circle	53
14.16 Expanding Our Learning on Racial Justice and Equity Circle	55

COMMITTING TO OVERCOMING RACISM AND PURSUING EQUITY

14.17 I am the Work Circle*	58
14.18 Creating Our Future Together Circle	62

OPENINGS AND CLOSINGS FOR MODULE 14 CIRCLES

Transformative justice—within and without	66
Community, the broader contexts, and love	67
Who we are	68
Seeing ourselves reflected back to us	68
Speaking what must be spoken	69
Being in relationship	70
Our mindset and our capacity to change it	70
Race and racism	71
Naming systemic racism and settler colonialism	72
Listening to those targeted by racism	73
Power	74
White privilege	74
Dealing with racism's legacy	75
Not colorblind	76
Not tolerating differences but loving and celebrating them	76
Toward an anti-racist, decolonizing restorative justice movement	77
Racial healing through truth-telling and telling our stories	77
Resolving conflict through love and the capacity to forgive	78
Hope	79
Peace	79

OUR SEVEN CORE ASSUMPTIONS 80