

JUSTICE IS A TEAM SPORT

Justice is for All, Not Just-Us



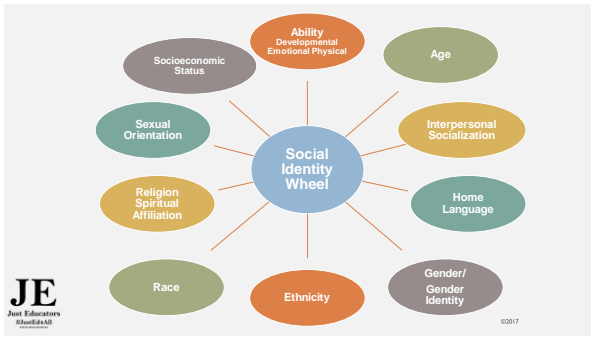


ESSENTIAL QUESTION

How can we, leverage our position, power, and privilege to **disrupt** and **dismantle** patterns of inequity?

Adapted from Paul C. Gorski, PhD






KNOW YOUR WHY

We are all well-intentioned, good people who want to see all children succeed in school.

No one of us has all of the answers to the many complex questions about race in a multi-racial, multiethnic society.


Some of us would much rather not talk about race, privilege, and implicit bias but we agree to enter into this conversation under the agreement of trust and good will.



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WHAT IS CULTURE?

Culture is not inherited; rather we are socialized to behave according to traditions established over generations.



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PRIVILEGE & POWER (OFTEN) GO HAND IN GLOVE

PRIVILEGED

- Advantage
- Asset
- Authority
- Benefit
- Dominance
- Entitlement
- Excused
- Freedom
- Protection
- Influence
- Opportunity
- Power



UNDERPRIVILEGED

- Disadvantage
- Deficit
- Subordinate
- Disapproval
- Inferiority
- Lack of rights
- Blamed
- Slavery
- Vulnerability
- Irrelevant
- Misfortune
- Lack of power



IMPLICIT BIAS

DEFINITION

Implicit bias refers to the unconscious attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

CHARACTERISTICS

- Pervasive (everyone has them)
- Can reinforce explicit biases
- Do not have to align with declared beliefs
- Favorable toward in-group
- Adaptable/Changeable



The Kirwan Institute for the Study of Race and Ethnicity.

MICRO-AGGRESSION

It is a manifestation of implicit and sometimes explicit bias.

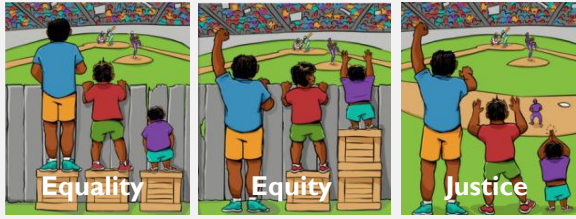
It is the casual and common degradation of any marginalized group.

A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

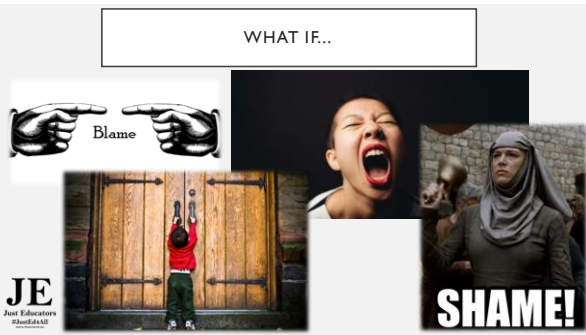
Indirect subtle or unintentional discrimination against members of a marginalized group.

"Oh, you look so normal."

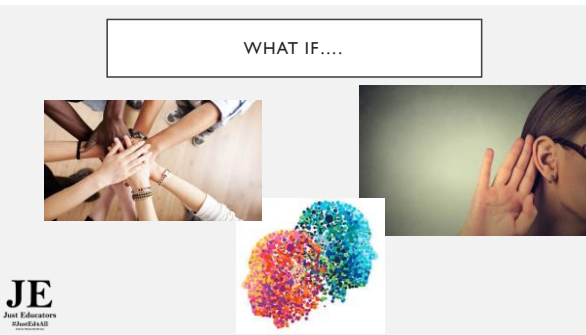





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The Ripple Effect
ONE SMALL CHANGE
CAN HAVE AN ENORMOUS IMPACT



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IT ALL ABOUT THE CHILDREN



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Never forget why you came into this work and who you truly are charged to serve and support.

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