

10 Ways to RE-Center Race & Equity in Education

1. Center the experiences of Black, Indigenous, and People of Color (BIPOC) within our curriculum & teaching in joyful & liberatory ways.
2. Deconstruct power dynamics & racial hierarchies with anti-oppressive practices for community voice & distributive leadership. Invite youth, parents, caregivers, and community members as critical thought partners and shift decision-making power to them where it did not exist.
3. Assess how welcoming & affirming your space is to the BIPOC who work, teach, learn, & lead there. Shift responsively to ensure everyone is valued, honored, and centered in the classroom and beyond.
4. Name, unpack, & repair harm when it occurs to BIPOC in the community. Lean into Indigenous practices of storytelling, community-building, and restoration when harm occurs.
5. Know, publicly share, & address persistent disparities in lived experiences, access & opportunity, & outcomes for BIPOC. Execute plans to address root causes of persistent disparities and measure impact on the most marginalized and historically excluded community members.
6. Teach true and robust history that confronts legacies of injustice and oppression by centering critically conscious thinking. Leverage this type of thinking for individuals and teams to examine their roles in promoting or challenging equity efforts.
7. Institute a culture of continuous climate assessment & offer professional learning by racial affinity.
8. Identify the structures of white supremacy culture in the policies, practices, & rituals of the community & examine ways to unlearn, disrupt, & dismantle its influence & reach. Disavow pressures of worshipping the written word over oral histories, urgency over thoughtful pacing, and either/or thinking where the binary can be rejected (Okun, 2001).
9. Offer racial affinity spaces for healing through self-reflection, accountability, support, and collective guidance. Honor the brilliance and knowledge in the space through distributive leadership models.
10. Solidify understandings of the system of racism as it is fueled by misogyny, sexism, patriarchy, homophobia, transphobia, ableism, xenophobia, anti-Semitism, Islamophobia, and capitalism. Center race because it is the hardest identity for folx to navigate, but examine gender, sexuality, religion, ability, and socioeconomics along with race.