



Northeastern University
Bouvé College of Health Sciences
School of Nursing, School Health Academy

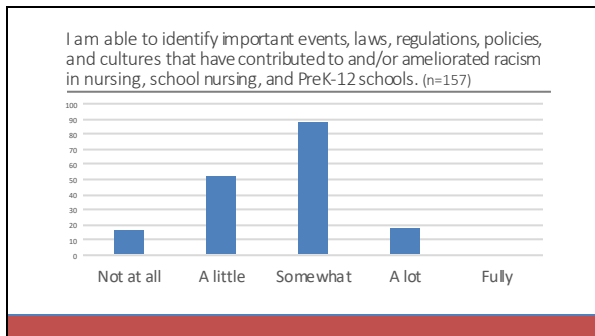
Virtual Summer Academy: Anti-Racism Town Hall


WEDNESDAY, AUGUST 12, 2020
DAY THREE




Jeremy Gormley, DNP, RN, NCIN
Director of Northeastern University School Health Academy

Kathly Hestsey, DNP, MEd, RN







Outcomes

As a result of participating in today's educational activities, the participant will be able to:

- Identify important events, laws, regulations, policies, cultures that have contributed to and/or ameliorated racism in Nursing
- Recognize skewed representation of people of color in PreK-12 school staff
- Identify biases impacting specific groups in PreK-12 schools
- Identify examples or bias in school nursing
- Recognize impacts of bias on colleagues and students
- Identify 2 strategies to effectively address racism in schools

[illegible]

Racism in Nursing

Valeria Ramdin, PhD, APRN-BC, CNE

Brenda Lormil, MSN, RN, FNP-C



Dr. Valeria Ramdin PhD, APRN, CNE
Presents
Anti-Racism in Nursing
Expanded presentation
© August 12th 2020

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OBJECTIVES

INTRODUCTION

HISTORY

DISPLAYS OF RACISM

IMPLICATION OF RACISMS IN NURSING

ANTI-RACISM ACTION STEPS

TAKE HOME MESSAGE

01

Objectives

By the end of this presentation the attendees will be able to:

- Describe some of the sentinel laws, policies or events that shaped racism in nursing
- Identify language, behavior, signs or symptoms of racism
- Discuss strategies for reducing racism in nursing schools and ultimately in the nursing profession

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EQUITY

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02

ASSUMPTION- it is just as difficult for some of you to hear what I am about to say, as it is for me to speak to you about it.

Today let that destination be equality.

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02

The 'isms

Many 'isms in our society and by default nursing as a microcosm of the population inherit these 'isms. What is unique about nursing is it is predominantly female.

Sex ism

Rac ism

Age ism

Capital ism

OPPRESSION

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02

Definition

- Scholars define racism as the economic, political, social, and cultural structures, actions and beliefs that systematize and perpetuate an unequal distribution of privileges, resources, and power between white people and black people ([Hilliard, 1992](#)) ...one race pitted against the other.

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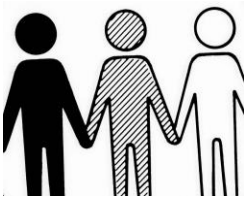
02

What do you do when your teacher behave racist?

What if that person behaving racist is the patient

What if its your peer behaving racist?

Thought questions



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02

Figure 2

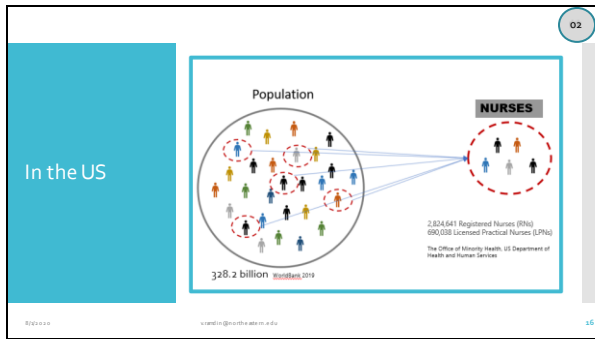
Social and Economic Factors Drive Health Outcomes

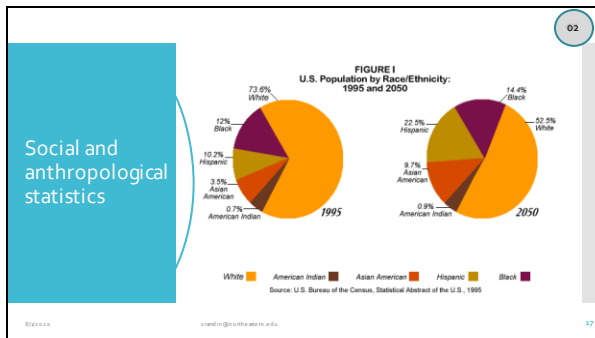
Economic Stability	Neighborhood and Physical Environment	Education	Food	Community and Social Context	Health Care System
Racism and Discrimination					
Employment Income Expenses Debt Medical bills Support	Housing Transportation Safety Parks Playgrounds Walkability Zip code / geography	Literacy Language Early childhood education Vocational training Higher education	Food security Access to healthy options	Social integration Support systems Community engagement Stress Exposure to violence/trauma	Health coverage Provider availability Provider linguistic and cultural competency Quality of care

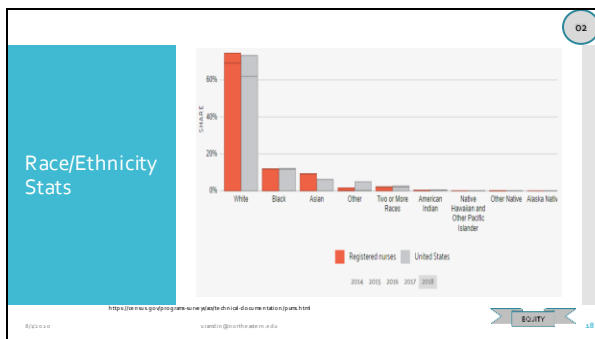
Health Outcomes: Mortality, Morbidity, Life Expectancy, Health Care Expenditures, Health Status, Functional Limitations



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Laws Policies Events

Jim Crow laws were a collection of state and local statutes that legalized racial segregation which existed for about 100 years, from the post-[Civil War](#) era until 1968—were meant to marginalize African Americans by denying them the right to vote, hold jobs, get an education or other socioeconomic upward mobility opportunities.

Black codes were strict local and state laws that detailed when, where and how formerly enslaved people could work, and for how much compensation. The codes appeared throughout the South as a legal way to put Black citizens into indentured servitude, to take voting rights away, to control where they lived and how they traveled and to seize children for labor purposes.

03

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Laws Policies Events

During the [Reconstruction](#) era, with a push by local governments, every effort to advance was met with obstacle. Including in this was segregation and separation. From the seat in public transport systems, to selection of books, to admissions into schools. When they had Black schools these were often burned or vandalized (KKK).

Memphis teacher [Ida B. Wells](#) became a prominent activist against Jim Crow laws after refusing to leave a first-class train car designated for white people only.

Charlotte Hawkins Brown was a North Carolina-born, Massachusetts-raised Black woman who returned to her birthplace at the age of 17, in 1901, to work as a teacher for the American Missionary Association. First Black woman to create a school for Blacks

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Laws Policies Events

- “[Red Summer](#)” 1919 : Amidst much lynching , retaliatory race riots in over 25 States
- The [Great Migration](#) of the 1920s a significant migration of educated Black people left the South in search of opportunities in the North, spurred on by publications like *The Chicago Defender*.
- Post-World War II era saw an increase in civil rights activities in the African American community, with a focus on ensuring that Black citizens were able to vote. This ushered in the [civil rights movement](#).
- 1954, the [Supreme Court](#) ruled in *Brown v. Board of Education* that educational segregation was unconstitutional, bringing to an end the era of “separate-but-equal” education.
- and in
- 1964, President [Lyndon B. Johnson](#) signed the [Civil Rights Act](#) which legally ended the segregation.

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Laws Policies Events

Professional nursing in the US emerged in the late 19th century

Mary Eliza Mahoney (May 7, 1845 – January 4, 1926) was the first African American to study and work as a professionally trained nurse in the United States, graduating in 1879. Mahoney was one of the first African Americans to graduate from a nursing school, and she prospered in a predominantly white society and was the first AA to earn a professional nursing license. Trained at New England Hospital for Women and Children.

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Laws Policies Events

Racial quotas in northern U.S. nursing schools

Black women were denied admission to nursing schools in the southern U.S. ([Harris 1983](#))

Black doctors often barred from practice privileges at local hospitals, collaborated with the black community and opened their own hospitals with schools of nursing to educate black women to provide nursing services ([Johnson 1984](#))

In 1906, the National Association of Colored Graduate Nurses was created to address the specific needs of the black nurse and racial segregation ([Harris 1983](#)).

In 1916, the American Nurses Association (ANA) required members to join via state nurses' associations. At the state level, black nurses were denied membership, effectively excluding them from this national professional organization ([Smith 1986](#), [Johnson 1984](#)).

Furthermore, many states prevented black nurses from taking the examination to become registered nurses ([Harris 1983](#)).

In agencies who employed black and white nurses, black nurses were often paid <\$\$\$ than white nurses ([Harris 1983](#)).

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Laws Policies Events

Racism in health care

Racism has influenced U.S. health care in the past and continues to do so today.

U.S. government funding studies that allowed poor black men in Alabama to succumb to syphilis or Guatemalan prison inmates, mental health patients and soldiers to be afflicted with the disease and other sexually transmitted infections.

Government agencies also played a role in sterilizing black women in North Carolina, Puerto Rican women and Native American women.

Today, health care organizations appear to be taking steps to reach out to minority groups, such as the Kaiser Family Foundation's landmark survey of black women in 2011.

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Headlines

Registered Nurse, Tonya Battle sued a Flint, Mich., hospital in 2013 when a newborn patient's father refused care from black members of the staff. He went so far as to post a note that read, "No African American nurse to take care of baby" and flaunted his swastika tattoos to hospital staff. His actions prompted the nurse supervisor to call a staff meeting informing the hospital workers of the request.

A federal appeals court found a nursing home to be in violation of the Civil Rights Act in 2010 after it refused to hire a black woman due to racist residents living at the nursing home.

In another case the pregnant partner of a white supremacist was prevented from receiving care from three black hospital workers at a Philadelphia hospital - resulting in a federal lawsuit.

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Headlines

"Research shows that racism against indigenous peoples in the health care system is so pervasive that people strategize around anticipated racism before visiting the emergency department or, in some cases, avoid care altogether."

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Racial and Ethnic Disparities in Pediatric Health Care




Dr. Martin Luther King, Jr. Day
January 16, 2006

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The racist behavior maybe from the doctor you are working with and the patient is in the bed?



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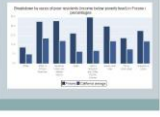
Descriptive

Racial Discrimination in Health Care

- African Americans have worse reproductive health outcomes than people from other racial groups
- The root causes are :
 - a long history of discrimination
 - lack of access to high-quality affordable health care
 - too few educational and professional opportunities
 - unequal access to safe clean neighborhoods
 - a lingering mistrust of the medical community


1 "There is clear" demonstrable, undeniable evidence of discrimination and racism in our health care system." Former Secretary of the U.S. Department of Health and Human Services, Eric Holder

2 "Medical must have been developed by a white slave owner because it fails to prevent unwanted pregnancies, and this failure contributes to poverty, ignorance and discrimination." Benjamin Chavis, Editor



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Mental health effects of racism



Anxiety & Depression

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05

Racism makes people sick

Physical effects of racism

- High Blood Pressure
- Strokes
- Heart disease
- Eating disorders → obesity



Blackson

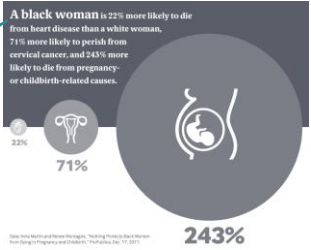
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05

Negative impact

A black woman is 22% more likely to die from heart disease than a white woman, 71% more likely to perish from cervical cancer, and 243% more likely to die from pregnancy- or childbirth-related causes.



22%

71%

243%

State Risk Factors and Health Disparities: Tracking Progress Black Women: Improving Pregnancy and Childbirth. ThePewChar. Dec. 17, 2017

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05

Socioeconomic impact of racism in schools

- Drop outs
- Poor academic performance
- Low socioeconomic status
- Perpetual life of poverty, probable crime



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Dealing with the isms



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Marxism and the fight against racism UK



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Strategies for reducing racism & discrimination in nursing schools

Know WHAT we want the outcome to be

• EQUITY

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Who is impacted and how?

-STRUCTURAL RACISM in nursing

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Eg. What are we trying to avoid?

Structural Racism, Transportation, and Missed Appointment

1 Many of Southern Jersey's Plain Health Center's patients are unable to get to their appointments due to the bus system to take to the clinic. African American patients face more challenges with transportation than others.

Race	Rate of missed appointments
Black/African American	50%
White	30%
Hispanic/Latino	30%
Asian	20%

2 Compared with the better-served commuter rail and bus systems, Southern Jersey's buses are more crowded and less reliable.

3 The same Jersey neighborhoods that were redlined in 1938 — where residents were denied home mortgages — are today served by buses.

4 Where is Southern Jersey's Plain Health Center responding to help patients with transportation problems?

- Building alliances with patients to create a support system (e.g., ride-sharing, carpooling, public transportation, etc.)
- Providing temporary solutions (e.g., ride-sharing, carpooling, public transportation, etc.)
- Advocating for policy changes (e.g., ride-sharing, carpooling, public transportation, etc.)
- Linking patients to delivery services

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Action -recognition and impartiality

BLIND SPOT
A MATTER OF PERCEPTION

Abstract painting from the Massillon Museum collection

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Inclusivity.....

... means being

Having the audacity of hope, tolerance, insight

06

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Estelle Massey Osborne became the first black woman to earn a master's degree in nursing

Jessie Sleet Scales, in 1900 became America's first black public health nurse.

Lillian Holland Harvey RN is best known for her work in education. She became Dean of Tuskegee University School of Nursing in 1948 and held the position for nearly 30 years

Mabel Keaton Staupers born in Barbados, became U.S. citizen in 1917 and studied nursing at Freedmen's Hospital SON in Washington, D.C. A major focus of her early career was on battling TB, which had hit the black community especially hard.

Freed many slaves. Tubman served as a nurse during the American Civil War and used her knowledge of herbal medicine to treat wounded soldiers on the island of Port Royal off the coast of South Carolina.

Brig. Gen. Hazel Johnson Brown, RN, Ph.D. overcame many education obstacles to rise in the ranks in the army. First black woman to be promoted to brigadier general and the first to head the 7,000-strong US Army Nurse Corps. Received many distinguished military decorations & named Army Nurse of the Year twice.

Isabella Baumfree - AKA Sojourner Truth - was born into slavery, later gain fame as an abolitionist and women's rights activist. Truth was a nurse at the National Freedman's Relief Association in Washington D.C., where she strove to improve the cleanliness and quality of care.

06

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Anti-racism Education reform

acknowledging the role of leaders in directing efficient and sustainable change, with high expectations from ALL students

ERADICATE THE RACIAL PREDICTABILITY OF THE ACHIEVEMENT GAP

LEADERS WITH THE SKILL, WILL AND KNOWLEDGE.

ERADICATE STRUCTURAL PRACTICES THAT PERPETUATE THE ISOLATION OF STUDENTS OF COLOR.

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Anti-racism education reform

Teachers

- who are highly aware of their own beliefs, attitudes, and biases and those of others

Students

who are empowered to use their own cultural characteristics, experiences, and perspectives for academic success

Curriculum

- that engages and affirms both students' and teachers' identities, cultural and experiential reference points, and world views in the process of learning.

06

Education World, State Education Resource Center (SERC) in CT 2012

Anti-racism education reform

Educators in our schools, colleges and university ask for prescriptive strategies to help them improve the academic achievement of students of color.

What we need is a pedagogical approach that focuses NOT on racialized instructional strategies but on

Creating an educational environment that is culturally relevant and respectful, where students can be their best self.

Education World, State Education Resource Center (SERC) in CT 2012

06

Education World, State Education Resource Center (SERC) in CT 2012

Anti-racism education reform

Education leaders and teachers need to identify and understand the role race and culture play in driving the systems, policies, and practices that impact how they inspire student performance (e.g. instruction strategies, formative and summative assessments)

Apply knowledge from their own self-evaluation of implicit bias to heighten their awareness of how cultural and racial identity underscore their own behavior towards students of all races.

Develop skills to engage in racial discourse that challenges traditional norms, so as to facilitate student performance to the highest level of their capacity

06

Education World, State Education Resource Center (SERC) in CT 2012

ANA 2018 position statement on inclusivity and equity

The ANA Position Statement: The Nurse's Role in Addressing Discrimination, Protecting and Promoting Inclusive Strategies in Practice Settings, Policy, and Advocacy.

Code of Ethics for Nurses with Interpretive Statements Provision 1 of the Code of Ethics for Nurses with Interpretive Statements (ANA, 2019) asserts: "The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person" (p. 1). Their statement includes the goal of eradicating health disparities and achieving health equity.

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06

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EQUITY

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Cannot conclude without recognizing that

07

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Thought questions

What do you do when your teacher behave racist?

What if that person behaving racist is the patient

What if its your peer?

Thought questions


07

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When race gets in the way of teaching and learning

Accessible health
Collaborative health
Quality health
Cost effective health



Remember the person you are serving, the scales of justice, life is fragile, the world is small and the tables could be turned,what would you want?

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Elements of an anti-racism appropriate school environment

the 3 TTT's

Time- timely surveying, recognizing that your population changes every academic year or more often


Task -recognize the importance of race, display a willingness to understand students or peer's race and culture, understand self and personal responsibilities.

Tenacity-courage and knowledge to enter a conversation about race, set the climate of zero tolerance of racism in schools, know when and how to correct any identified injustice. Ensure that systems, policies and reflective practice are a part of mainstream activity in the schools.

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Take Home Message



Instructional strategies must be implemented in a context of mutual respect

Teaching must be racially and culturally relevant to have an impact that disintegrates racism

Schools of Nursing must be administrated in a manner to sustain equity

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The collage consists of three distinct visual elements. On the left is a photograph of a Newton's cradle with five silver spheres and one red sphere in motion. In the center is a word cloud where terms like "racism," "class," "white," "students," "professor," and "training" are prominent. To the right is a bright yellow five-pointed star with a blue outline. The entire composition is set against a light blue background with a white grid pattern.

[illegible]

5

Thank you for engaging!



6

I stand here in the shadows of all those with courage who have gone before me, who dared to combat racism.

It is my hope that the understanding generated by this dialogue today will serve as a platform to help develop or improve structural systems, policies, and practices, that lead to higher student achievement for ALL nurses and ultimately equity in healthcare.



7

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8

[illegible]

Resources

<https://www.bing.com/images/search?q=racism+book&ism=H0P5C-2973-2&simn=1&imgHov=1&it=1>



Resources

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Resources

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- [Expanding race in nursing - teaching nursing students about racial inequality using a health care lens](https://www.researchgate.net/publication/318547448)
- <https://www.researchgate.net/publication/318547448>

Resources

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Resources

- The Rise and Fall of Jim Crow. [Richard Wormser](#).
- Segregated America. [Smithsonian Institute](#).
- Jim Crow Laws. [National Park Service](#).
- "Exploiting Black Labor After the Abolition of Slavery." [The Conversation](#).
- "Hundreds of black Americans were killed during 'Red Summer' a century later, still ignored." [Associated Press/USA Today](#).

Resources

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Resources

Research Article
Understanding Race and Racism in Nursing: Insights from Aboriginal Nurses

Angela Davis, "Charlotte Davis," "Dr. Veronica Matthews," and Jonathan Brown

Journal of Nursing Education, 2019, 54(10), 1000-1008. doi:10.1016/j.nurse.2019.08.001

Abstract


Introduction

Acknowledgments

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Assimilationism by Angela Davis

• <https://www.bing.com/videos/search?q=assimilationism&view=detail&mid=89222C38B5AC9CE7A689222C83B5AC9CE7A8FOR>



Inequities in PreK-12 Schools

Audrey Murph-Brown, EdD, MSW, BA



Health Inequities in Pre-K-12 Health Services

NEUSHA Anti-Racism Townhall

Dr. A. Murph- Brown your name

What are Health Inequities?

Academic Barriers

"Unjust & Unfair"



your name

What is Health Policy?

Everything society does to improve the quality of life for:

- ❖ Children
- ❖ Families
- ❖ Communities

has an impact on health



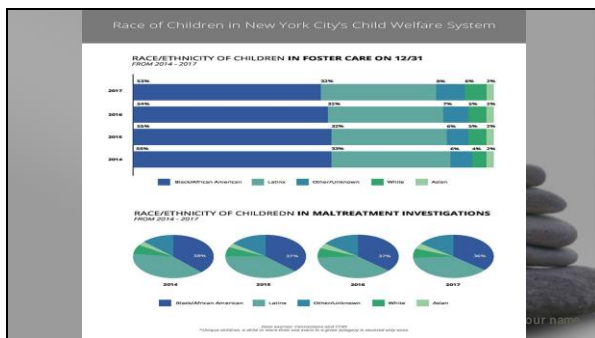
ur name



Haleigh Poure, Boston Globe, (2014)


"If you came with no preconceptions about the purpose of the child welfare system, you would have to conclude that it is an institution designed to monitor, regulate, and punish poor families of color."

Robert, Dorothy, (2002)



Common Misperceptions are rooted in:

- Implicit Biases
- Microaggressions



They are made about students, families, & communities of color everyday.

		Girls of color face much harsher school discipline than their white peers.
		Nationally black girls are suspended six times more than white girls & twice as often as black boys.
		Black girls face adults' stereotyped perceptions that they are more sexually provocative because some are more physically developed or curvier than their peers, are viewed as more promiscuous by adults, which can lead to them being punished more often for their style of dress, hair-do's, and make up.
		Increased levels of law enforcement & security personnel within schools sometimes make girls feel less safe & less likely to attend school.
		Black girls' attachment & sense of belonging in school can be undermined if their achievements are overlooked or undervalued.
		Black girls sometimes resort to "acting out" when their counseling needs are overlooked or disregarded.
		School-aged black girls experienced a higher incidence of interpersonal violence.

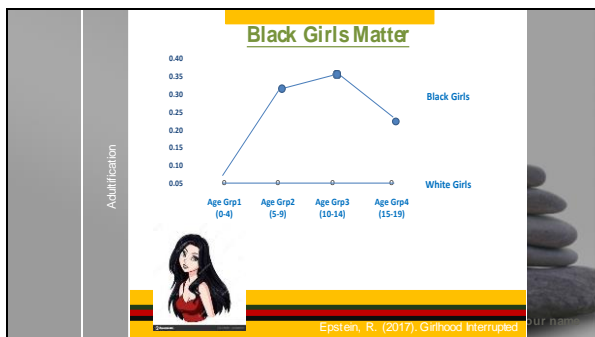
Epstein, R. (2017). Girlhood Interrupted

Adultification:

A social or cultural stereotype that is based on how adults perceive children in the absence of knowledge of children's behavior and verbalizations. This latter form of adultification, which is based in part on race, is the subject of this report. Compared to white girls of the same age, survey participants perceive that

- Black girls need less nurturing
- Black girls need less protection
- Black girls need to be supported less
- Black girls need to be comforted less
- Black girls are more independent
- Black girls know more about adult topics
- Black girls know more about sex

Epstein, R. (2017). Girlhood Interrupted



Racial disparities plague the health care system. Schumaker, E. (2016)

Blacks' skin is thicker than white skin
Black people's blood coagulates more quickly than whites
Blacks age more slowly than whites
Blacks' nerve endings are less sensitive than whites
Blacks have a more sensitive sense of smell than whites
Blacks are better at detecting movement than whites
Black couples are significantly more fertile than white couples
Whites have a more efficient respiratory system than blacks
Blacks have stronger immune systems than whites
Whites have larger brains than blacks
Whites have a better sense of hearing compared to blacks
➤ Whites are less likely to have a stroke than blacks
Blacks have higher dense, stronger bones than whites

your name

The Magic of Baking Soda



By Emily D...



Cultural Nuances




your name

Resources

- Timeline: The case of Haleigh Poutre, Patricia Wen (2014)
<https://www.cnn.com/2014/08/08/health/haleigh-poutre-timeline/index.html>
- Race & Class in the Child Welfare System, Dorothy Roberts (2002)
<https://www.civilrights.org/publications/articles/roberts/01.html>
- New York City Confronts Massive Overrepresentation of Black Children in Foster Care
<https://www.nyc.gov/about/newsroom/2017/07/2017-07-19-nyc-doh-releases-report-on-foster-care-overrepresentation>
- 1, 2 Epstein, R., Blake, J., & González, T. (2017). Gifted Interrupted: The Erasure of Black Girls' Childhood.
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<https://www.nwlc.org/publications/dress-coded-black-girls-bodies-and-bias-in-dc-schools>
- 4-8 Crenshaw, K., Ocasio, P., Nanda, J., & Carranza, T. (2016). Black Girl Is Matter: Pushed Out, Overpoliced, and Underprotected. *African American Policy Forum*, Center for Intersectoral and Social Policy Studies.
<https://www.africanamericanpolicyforum.org/wp-content/uploads/2016/06/Black-Girl-Is-Matter.pdf>
- White Doctors in Training: Believe Som is Disturbing Stuff About Black Patients
Racial disparities plague the health care system. <https://www.foxnews.com/health/racial-disparities-plague-health-care-system>
October 2016 10:30pm EDT | Updated August 12, 2018
<https://www.foxnews.com/health/racial-disparities-plague-health-care-system>
- Black Kids Get Less Pain Medication Than White Kids in E.R., Maggie Fox (2019)
<https://www.foxnews.com/health/black-kids-get-less-pain-medication-than-white-kids-er>

your name


- The Magic of Baking Soda
<https://www.healthline.com/health/baking-soda#benefits>
- 9 Surprising Health Benefits of Ginger You Need to Know About
<https://www.healthline.com/health/ginger#benefits>
- Vicks VapoRub Ointment
<https://www.healthline.com/health/vicks-vapo-rub>
- The Power of Prayer:
<https://www.healthline.com/health/prayer#benefits>



your name

Take a break.
You deserve it!





Bias in School Nursing

Sheila Caldwell, BSN,
RN, CSN-NJ

Bias in School Nursing

Sheila Caldwell, BSN, RN, CSN-NJ

Objectives

- School Nursing – Racial History
- Current Events and Look at Racism
- A Look at School Nurse Leadership Today
- School (Nursing) Statements on Racism
- A Deeper Dive – Racism: What School Nurses Need to Know

School Nursing Beginnings

- Progressive Era 1890 – 1920 – Women leaders stepped up
 - Segregation prominent by Women recognized the importance of Whites & Blacks working together for the causes of their people
 - Familiar names of school nursing history
 - Lillian Wald
 - Lina Rogers
 - Familiar location in school nursing history
 - Henry Street Settlement

School Nursing Beginnings (cont.)

- Hidden figures of school nursing history
 - Elizabeth Tyler
 - Edith Carter
 - Jessie Sket-Scals
- Hidden location of school nursing history
 - San Juan Hill – Stillman House Settlement



The more things change, the more they stay the same

French writer Jean-Baptiste Alphonse (1849)

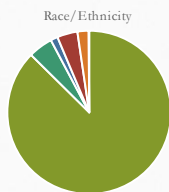
1900

thru

2020

NASN

2017 Workforce Study
Infographic: School
Nurses in the Nation



White • Black/African American • Asian • Hispanic/LatinX • Mixed • American Indian/Alaskan Native/Hawaiian • Native Hawaiian/Other Pacific Islander

School Nursing – Today

- Representation in School Nursing Leadership
 - Email Poll – 10 State School Nurse Associations responded (total number of BIPOC Presidents throughout their organizations history)
 - 12 Black Association Presidents
 - 1 Latinx American President (incoming this year)
 - 1 Indigenous American President (incoming this year)
 - Most states have BIPOC members

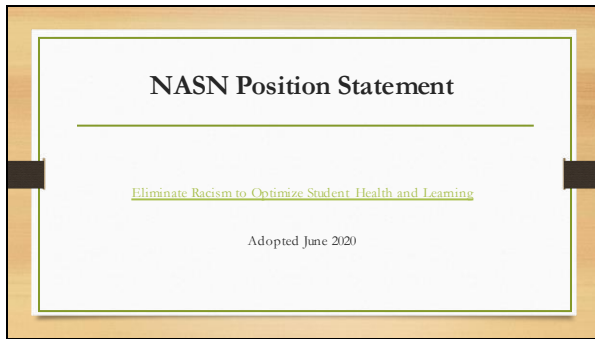
School Nursing – Today

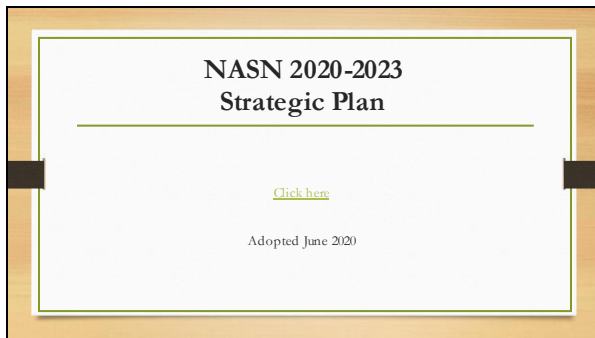
- Two State School Nurse Consultants over the years
- One NASN President in its 52nd year history
- One NASN Fellow in the 23 years of inductions, who was just inducted this year, 2020 – Donna Maczyk – 1st Black School Nurse Fellow Inductee, who is also NASN Executive Director since October 2011

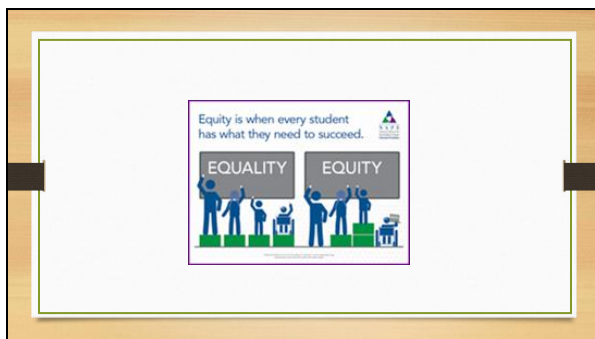
National Association of State School Nurse Consultants [NASSNC]

Statement on Racism in America

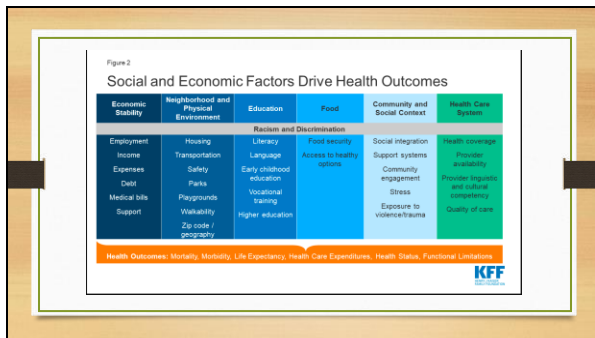
Adopted August 2020

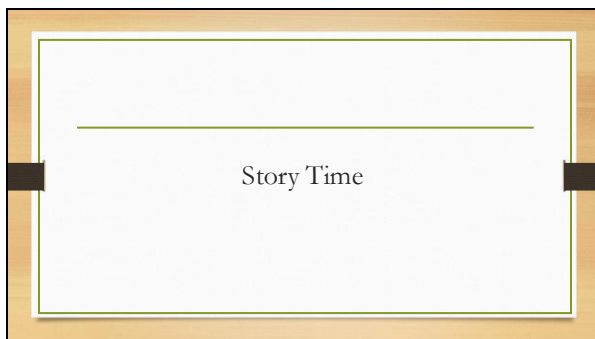













Thank you

References


- [Women and the Progressive Movement](#)
- [Nursing Through Time \(1900-1929\)](#)
- [John Hopkins University Important Nursing Figures \(1900-1910\)](#)
- [NY Public Library – San Juan Hill and the Black Nurses of Stillman Settlement](#)
- [125th Anniversary of the Henry Street Settlement](#)

References


- [Schomburg Center for Black Culture/NY Public Library "Black New Yorkers"](#)
- [National Nurses United](#)




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Bias in School Nursing

Breakout Rooms

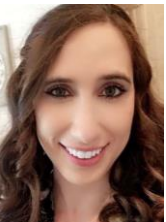

Norms

- Listen with open mind
- All voices heard, no one dominates
- If you speak, please briefly state your name and state
- Use space bar to talk (if you unmute, please remember to re mute yourself)

Guided Questions

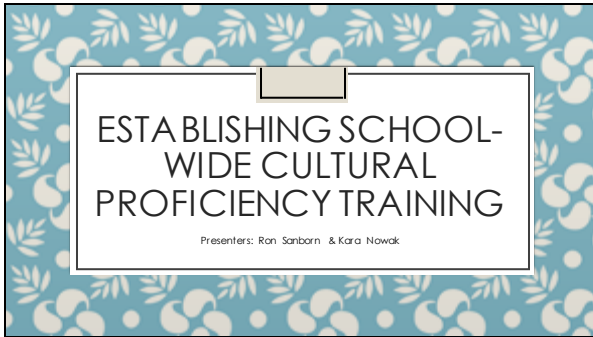
- Have you witnessed racism/bias in your school/school district?
- If so, what did you do or not do to address it?

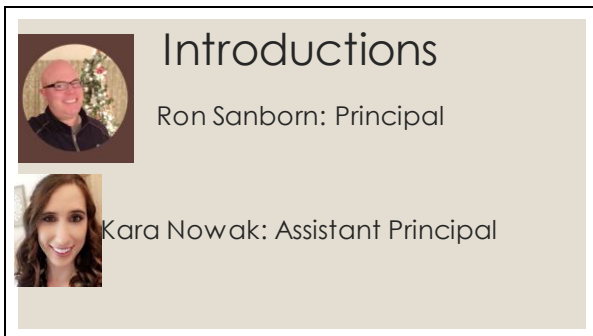
Strategies for Addressing Racism in Schools

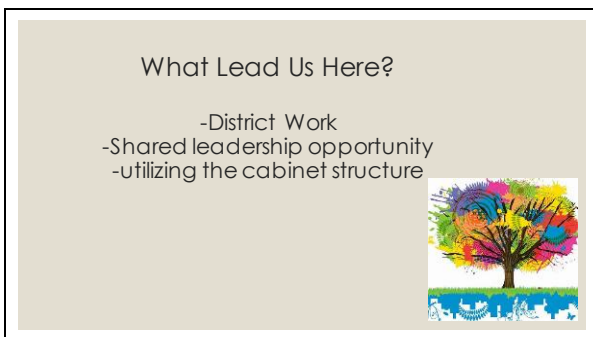



Kara Nowak, MEd

Ron Sanborn, MEd







Jaworek School: Fact Sheet (2019-2020)

Total Numbers of Students: 776

Total Numbers of Staff: 116

Enrollment by Race/Ethnicity (2019-20)	
Race	% of Student
African American	3.5
Asian	7.2
Hispanic	43.5
Native American	0.0
White	43.5
Native Hawaiian, Pacific Islander	0.1
Multi-Race, Non-Hispanic	2.0

Enrollment by Gender	
Gender	% of Student
Male	50.0
Female	50.0

Our Vision

To more adeptly serve our community of students by creating a school culture that strives for cultural proficiency



The Beginning

Sharing my Cultural Proficiency Journey



Understanding Your Background



Identity molecules



Sharing our experiences

Discussing Where We Are as a School



Gallery Walk of quotes heard at school



Encouraging whole group discussion

Quick Jot

A timer will be set for 6 minutes. During the 6 mins write every stereotype you've ever heard about each of the following groups. Keep going even if you think you're done, even if it means repeating something you've already written.

- Jews
- Muslims
- African Americans
- Latinx
- Native Americans
- Asian Americans

Thought provoking activities



Analyzing Behavior Data

- Monthly data collection and assembly
- Share monthly data with Cabinet and PBIS Team
- Plan to share data with entire school staff

Staff Feedback

- Challenges
- Reactions to protests prior to George Floyd's death
- Moving the middle



Resources: Books



Resources: Podcasts



Resources: TV/Documentaries




Resources: Social Media

- **#BlackintheIvory on Twitter:** The hashtag is being used by academics to express thoughts, emotions and solutions to dealing with racism in academic institutions in the U.S. and around the world.

- **Black Lives Matter**
 Instagram: [@blm](https://www.instagram.com/blm)
 Website: <https://blacklivesmatter.com/>


- **Race Forward**
 Instagram: [@RaceForward](https://www.instagram.com/raceforward/)
 Website: <https://www.raceforward.org/>

Race Forward works with communities, organizations, and governments to build strategies that advance racial justice. They develop trainings, resources, and tools to help people take action toward racial equity. Check out their [resources](https://www.raceforward.org/) on how systemic racism impacts employment, housing, immigration, and mass incarceration.



Youth development: strategies for addressing racism in schools

Adebisi Adebowale, MSIST



Thank you

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