



Proposed Engagement in Response to Recent Racial Incidents

These are troubling times. I imagine that we all are struggling to make sense of the murder of George Floyd and the continued racial violence and racism that people of color, but black people specifically, endure at the hands of the police, other systems and individuals. The Equity and Student Services teams have been actively planning for how the district can best support our families and staff. In response, the teams have prepared an article and a protocol that school and central office leaders can use to support their teams in talking about the recent racial events. In addition, the equity team has outlined some engagements that could be facilitate this week. The proposed engagements and article discussion and protocol are provided below for your consideration.

Item 1: Proposed engagements to support staff and families. The following engagements are proposed to support DCPS central office, school-based staff, families and students in having an opportunity to process the recent racial incidents in a supporting environment.

| Date | Audience | Event | Context |
|-----------------|--------------------------------|--------------------------------------|---|
| June 2 – June 4 | CO | Affinity Group Brown Bag- | Moderated space for CO staff to reflect, connect, feel, share, strategize in smaller, affinity (Black, White, Latinx, Asian) space; Focus on self-awareness, identity and cultural awareness |
| June 2 | School Staff | Article Discussion with School Staff | Principals will support staff by creating space for sharing and facilitating a conversation on the article George Floyd. Ahmaud Arbery. Breonna Taylor. What do we tell our children? – USA Today, May 31, 2020 |
| June 3 | Families | Parent University | Talking to Your Children About Race facilitated by the Equity team |
| June 4 | Male Educators of Color (MEOC) | MEOC Convening | Moderated space for male educators of color to feel, discuss and strategize re: impact of recent events and best way to support each other and students |

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| June 5 | CO | Permission to Feel: book study | This event is already schedule. We could create space for staff check in on compass specifically to recent events. |
| June 8 - 19 | School-based Staff | Reopen Strong: Professional Development | Trauma-Responsive Schools |
| TBD | Students | Student Town Hall | The Equity team could host a moderated student town hall where students could share emotions and the team provide strategies on how to navigate society as a person of color. |

Proposed Next Steps:

- The Equity and SEL teams are meeting on Monday to discuss draft plan and develop relevant sessions
- Equity team will connect with Carissa and Chris with regards to providing an opener at Friday’s Permission to Feel book study
- Convening the MEOCC to develop approach to session referenced above

Item 2: Article and Protocol to support conversations with teams. The attached protocol is designed to support central office and/or school leaders in facilitating a conversation regarding the recent racial incidents. Several articles are provided below with the first being the most relevant. A brief overview is included with each article.

- [George Floyd. Ahmaud Arbery. Breonna Taylor. What do we tell our children? – USA Today, May 31, 2020](#)
 - This article gets at how to talk about recent events with children. Although school is now out, this may be top of mind for teachers. The article includes answers to this question from Beverly Daniel Tatum among others. I think this article can be reflected on by all teachers. This is also a good connection to the [Parent University live webinar](#) we’re having on Wednesday if people want to continue the conversation/learning.
- [Don’t Say Nothing. – Teaching Tolerance, Fall 2016](#)
 - Although written in 2016, this speaks to what many are experiencing now. I think this is an important time to convey that silence is a choice. I think this could be especially beneficial for non-black teachers in affinity but also all teachers who may be struggling with where to start when it comes to reflecting on what we’ve experienced these past few months and many times before.
- [Maintaining Professionalism In The Age of Black Death Is....A Lot – Medium, May 28, 2020](#)

- This one might be best for schools hoping to reflect what's happening in affinity – and this article may speak mostly to Black staff. However, I think some of the messaging around expectations of professionalism when grappling with the trauma of death is messaging that should be heard from everyone across lines of difference.
- **'Moments like now are why we teach': Educators tackle tough conversations about race and violence — this time virtually** – Chalkbeat, May 31, 2020
 - Educators from across the country share how they are trying to meet the needs of their students, faculty, and parents during this challenging time. If schools want to join conversation, [they can share with Chalkbeat via this survey us how your school community.](#)
- **Teachers Must Hold Themselves Accountable for Dismantling Racial Oppression** – Education Post, May 29, 2020
 - This one is more raw but still a good read.