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21st Century Learning Ecosystem Opportunities
(21CLEO) Research Project

8-2-2021

Critical Race Theory: Convening 2

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21st Century Learning Ecosystem Opportunities

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Pre Work for Convening 2 - August 2, 2021

In this deck, you'll find all the materials we will use for our advisory meeting on Monday, August 2nd.

You find the pre work and instructions on slides 2 - 4

The slides for the meeting follow, starting on slide 5.

“We are using CRT as a way to think about adult learning opportunities. We are not asking anyone to use CRT as a teaching tool or pedagogy”

~ 21CLEO Research Team

Reading and Learning

The tasks for our research conversation are described below and on this Google slide deck:

1. **Watch** this [4 minute video](#) & and read this short [CNN article](#)
2. **Examine** the news and social media. There's a CRT dialogue going on around us. In order to surface what we know and have heard, look at Critical Race Theory (CRT) in the news and social media.
3. **Add** to the word cloud on slide 3 to reflect the words you associate with CRT.
4. **Think** about your own lens on **racial equity, justice, inclusion, and opportunities for all**. Go into the digital world and find an article, video, blog, or image that represents the struggle for racial equity that affects the learning ecosystem. Add the link or an image on slide 4.
5. **Read** Our Blog titled [Equity Journey to CRT](#)

Activity 1: How CRT is represented in the media?

indoctriinate
prejudice misunderstood
elite systemic racism
structured disadvantages
systemic racism exists
legacy of slavery
controversial marxist
diversity equity inclusio
cancel culture

guilt
blame
systemic
elite
structured disadvantages
systemic racism exists
legacy of slavery
controversial
diversity equity inclusio
cancel culture

blame
wokeness
systemic
elite
structured disadvantages
systemic racism exists
legacy of slavery
controversial
diversity equity inclusio
cancel culture

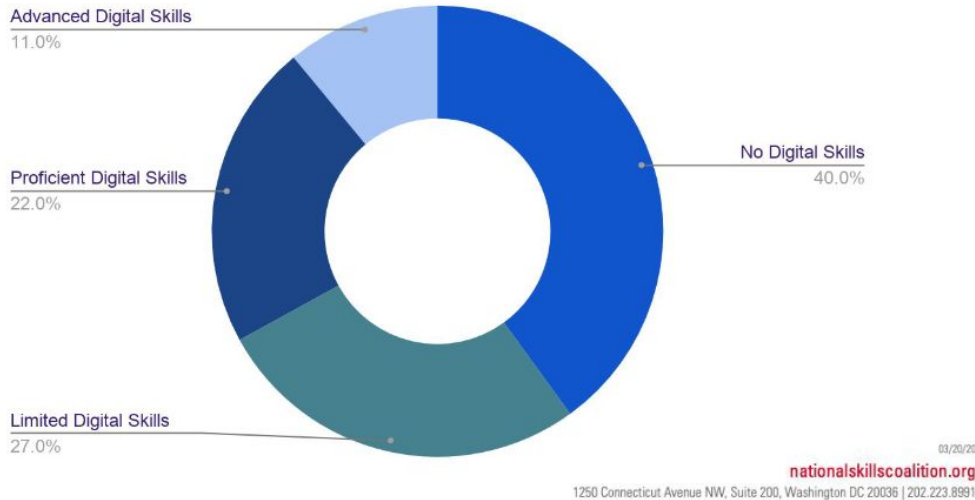
guilt
divisive
wokeness
systemic
elite
structured disadvantages
systemic racism exists
legacy of slavery
controversial
diversity equity inclusio
cancel culture

complicated

Activity 2: Racial equity, justice, inclusion, and opportunities for all

1. **Think** about your own lens (views) on **racial equity, justice, inclusion, and opportunities for all**.
2. Go into the digital world and find an article, video, blog, or image that represents the struggle for racial equity that affects the learning ecosystem. Add the link or an image to this slide. Move on to the next slide if this one gets full.

Percentage of English learners with Digital Skills



<https://www.forbes.com/sites/allisondulinsalisbury/2021/03/01/building-equitable-upskilling-programs-its-not-degree-vs-short-credentials---its-both/?sh=31018fe46079>

<https://www.forbes.com/sites/ilanaredstone/2021/07/18/a-straightforward-primer-on-critical-race-theory-and-why-it-matters/?sh=55dfe0d83212>

<https://www.atlantafed.org/cweo/workforce-currents/2021/02/19/the-workforce-development-field-or-a-conduit-for-maintaining-systemic-racism>

<https://www.edc.org/3-ways-schools-can-support-racial-equity>

Activity 2: Racial equity, justice.... More space!

<https://www.insidehighered.com/digital-learning/blogs/education-time-corona/covid-digital-divide>

There is a lot of talk (from the other side) to make racism a personal issue rather than systemic. But we are also using words that have become triggers. We need to continue our work but I am not sure triggers help us move along.

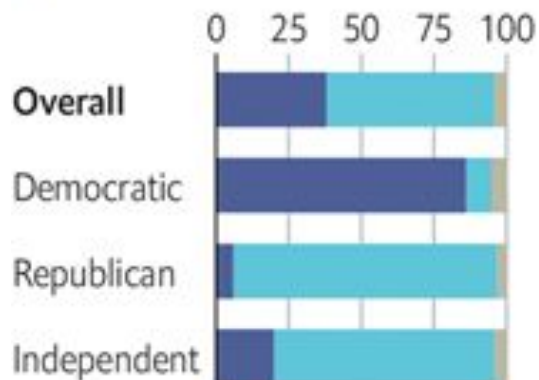
A rotten system?

United States, attitudes towards critical race theory (CRT) and structural racism

Jan 24th-26th 2021, % responding

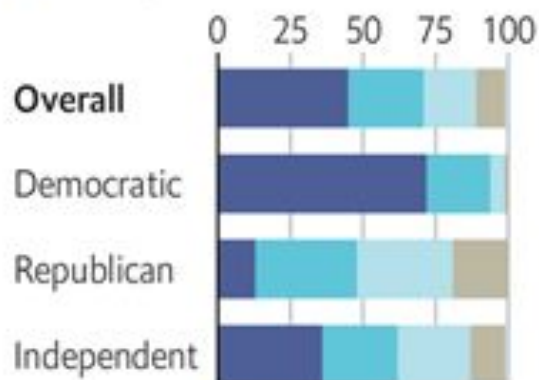
“Do you have a favourable or unfavourable opinion of CRT?”*

Favourable Unfavourable
Not sure



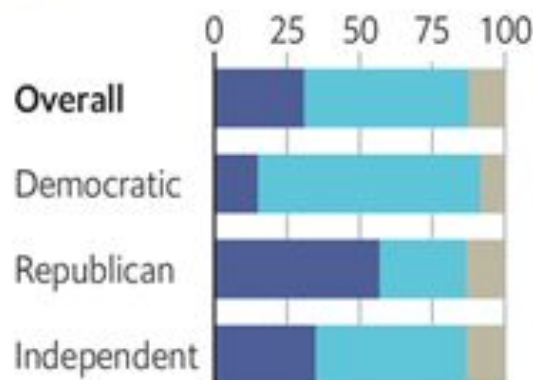
“How big a problem is racism in our society today?”

Big Somewhat Small
Not a problem



“Do you think racism is only a problem with individuals who are racist, or is it a broader problem?”†

Individual problem Broader, structural
Not sure



*Among those who had heard about critical race theory and said they understood it †Among those who thought racism is a problem

Source: YouGov/The Economist

The top banner features silhouettes of four individuals in profile, facing right, as if in a group discussion. The background is a gradient of teal and brown, overlaid with a pattern of concentric white circles. The text is centered over the silhouettes.

21st Century Learning Ecosystem Opportunities

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Introductions & Debrief

Debrief of the Pre Work:

Drop in what that you're noticing generally from slides 3-6. What resonates? Will share a 30-45 second snapshot with the whole group.

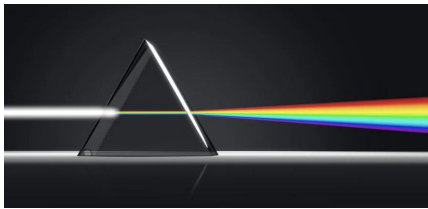
The words in the cloud are politically charged

Trying to make learning equitable

The word "Misunderstood" jumps out at me.

Calling out the systemic structures, and education needed around the background

+1 to the above - there's clear conflict/misunderstanding, and we see two perspectives represented - one that acknowledges systemic racism, and another that critiques CRT as wokeness/cancel culture/indoctrination



View through different lenses



21st Century Learning Ecosystem Opportunities

Framing our Conversation

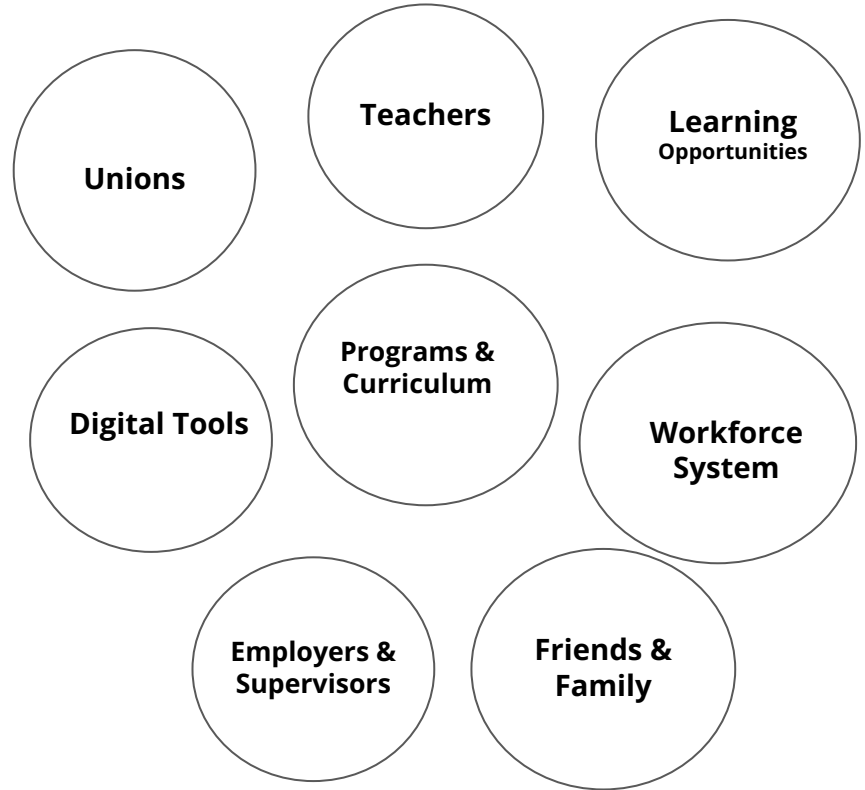
Guidance for Engagement



Persona Blogs

- [Neberu: Working To Feel Comfortable Interacting With English Speakers](#)
- [Alimayu: College-educated Retail Worker Learning English](#)
- [Elise: Juggling Work, Required Training, And Long-term Goals](#)
- [Regina: Healthcare Worker Seeking To Establish A Career](#)
- [Dani: Front-line Supervisor Paid Hourly Seeking Certification For Advancement](#)
- [Naomi: Learning for Future Possibilities](#)

Focus on the learner in the ecosystem

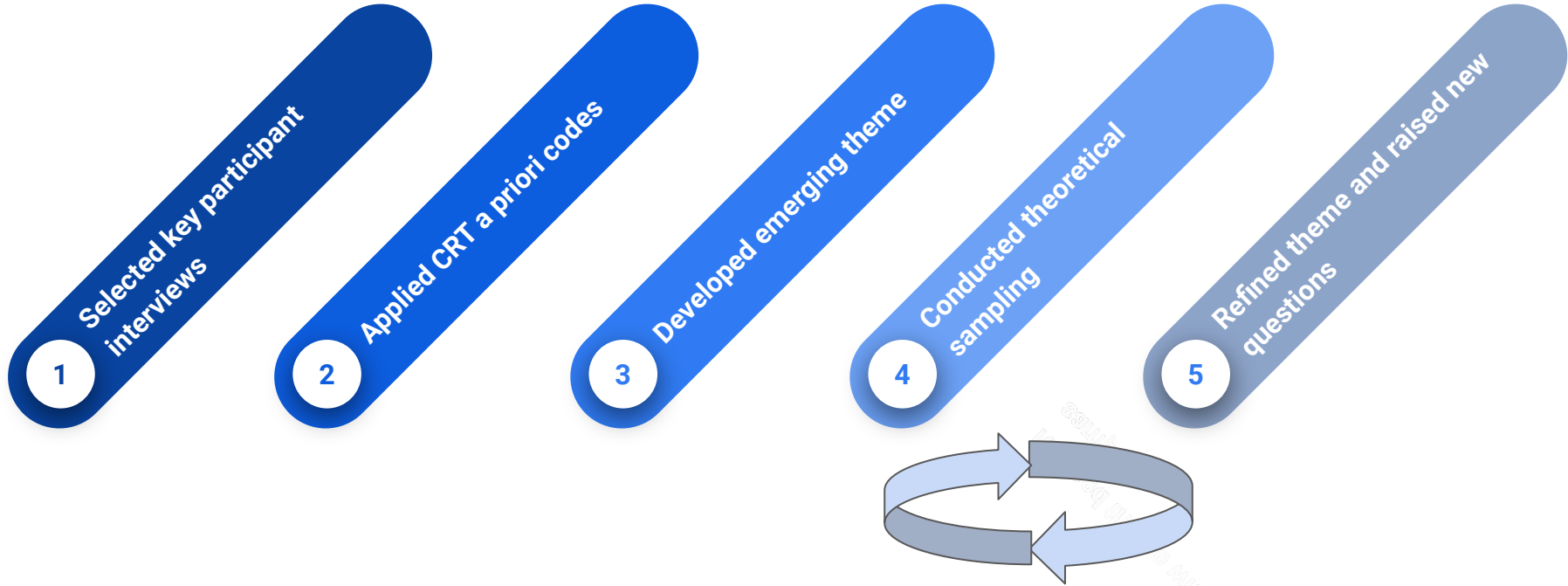










Key Question

What do the perspectives of adult learners reveal when viewed through a CRT lens?

Analysis Timeline



Working Learners

	Prior Education	Current Learning	Current job
 Maggie	4 yr degree	CNA	Security
 Winta	4 yr degree	ESL	Retail Cashier
 Julie	High School Degree	Dental Assistant	Food Pantry
 Muhazzim	MBA	Supervisory course	Database Mgmt
 Destiny	Some college, Employer sponsored courses	Leadership training	Hourly hotel supervisor
 Victoria	4 yr degree	Leadership training	Supervisor



- From Haiti
- French as a first language
- Bachelor's degree
- Banking as a former career
- Currently working as a security guard
- Has completed CNA training
- Hopes to become a RN

Maggie

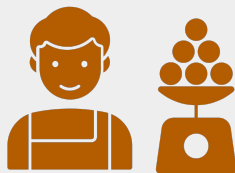
"I went to university for four years. I study science economic for four years, and I studied accounting, critical for accountant for one year. And I studied like a computer training for three years. Yes, I did. The job I did for my country ...was in that to work in my bank."



- From Somalia
- Somali as a first language
- Bachelor's degree in accounting
- Currently working as a retail clerk
- In English classes
- Hopes to become a CPA

Winta

[the English class is] too easy for me. So I try more the difficult one, okay? Then I will try-maximize, what you call it maximize my mind?"

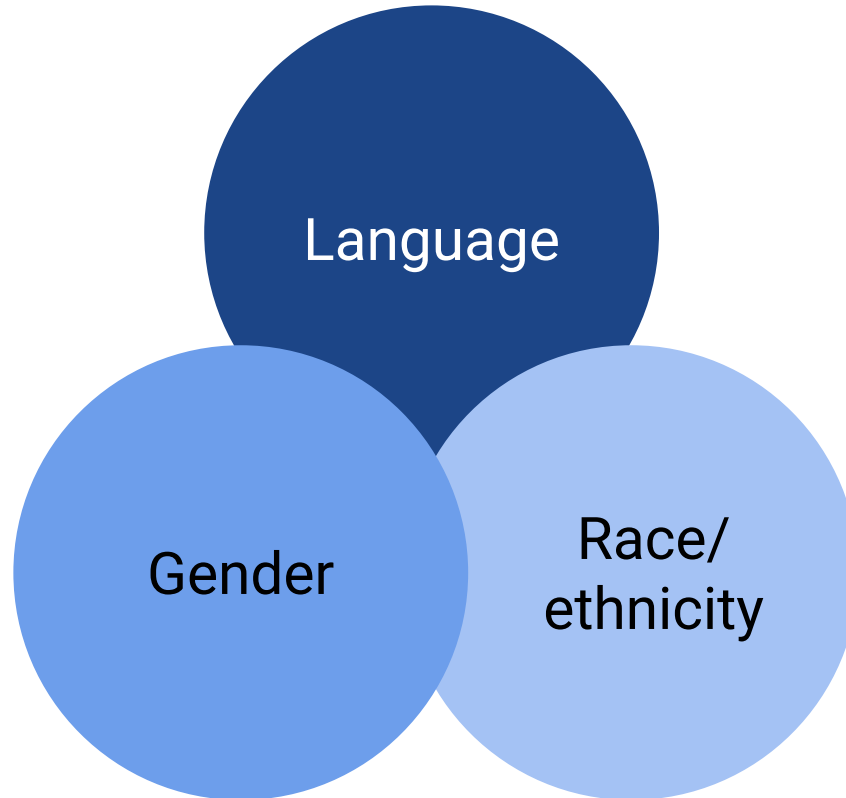


- From Columbia
- Spanish as a first language
- High School diploma & English classes
- Currently working in a food pantry
- Has completed Dental Assistant training
- Hopes to become a dental assistant

Julie

"I found a job as a dental assistant, but it was hard for me. I feel like overwhelming because of my language. So, I had to back up. [I thought], maybe I can volunteer first and get the experience."

Intersectionality: The role of race/ethnicity, language, and gender





- From Pakistan
- Urdu, Punjabi, Hindi as a first languages, English starting age 5
- Master's in Business Administration
- Currently working in a drugstore chain as a database support
- Has completed a retail supervisor certificate
- Hopes to go into management

Muhazzim

“I keep asking and even, you know, in every evaluation my supervisor commends for me. He said, like, hey, he's the one who will question most of the time, and I love it. He said he literally said, he said, I love it, how much questions you ask, and that's, that's a lot of learning.”



- From the United States
- English speaker
- Took hospitality courses online and at local university
- Currently working as an hourly front desk supervisor in national hotel chain
- Has completed LinkedIn courses
- Hopes to go into hotel management

Destiny

Took LinkedIn courses on “what type of person you are and how you deal with people...how to strategize and how to get the team motivated, and I like that one, because that’s a really important tool. As well as difficult conversations because they are always coming up.”



- From the United States
- English and Spanish speaker
- BS/BA
- Currently working as mechanics supervisor in transportation
- Has completed a supervisor certificate
- Hopes to go into management or look to broader career opportunities

Victoria

“Um, I'd always known about it, but I had a bad attitude. So I didn't care. ((laughter)) So you know when I finally grew up someone says to me —his name is (...)— he says if you sign up for it, I will vouch for you, but I expect you to give it your best. And I'm like, Okay, and just because he asked me, I signed up for it and I got turned down the first time but accepted the second time.”

Community Cultural Wealth

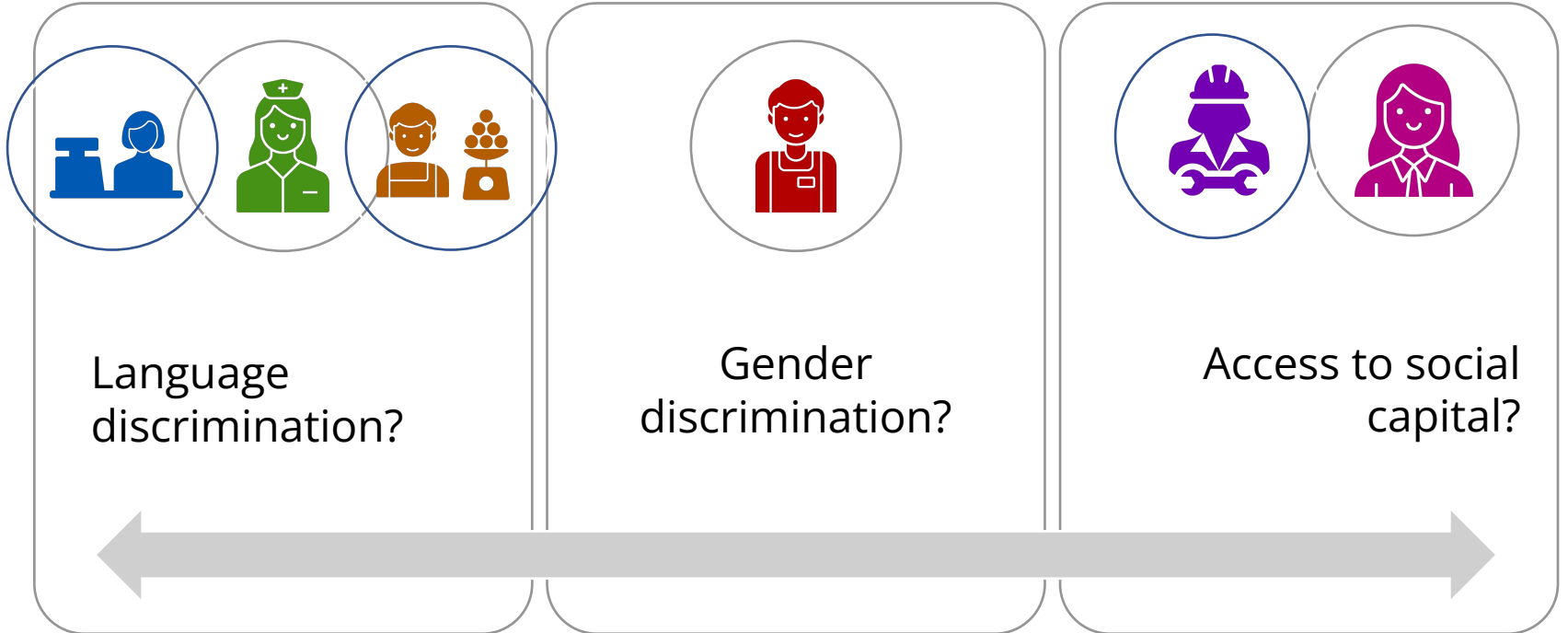
Aspirational

Familial

Linguistic

Social

What made the difference for the two who succeeded?



Reflect and discuss

Reflect on what you just heard about learner experience. Join a breakout discussion. Converse for 10 minutes.

From a learning ecosystem standpoint, what more do we need to know or think about?

Reflect and respond

Reflect on what you just heard about learner experience. Join a breakout discussion. Converse for 10 minutes.

What does this mean for your work?

Preparing for our next meeting

In our next convening....

What would you like to ask working learners about their experience in employer supported education, their goals, the barriers they've experienced, etc?

Put your questions on the next slide.

Questions for working learners.

Continue the conversation

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“attempts to improve literacy outcomes by continuing to focus on learner or classroom-level factors will necessarily have a limited impact. If our goal is to improve literacy levels at the societal level, the nature and functioning of the ABE system itself needs to be evaluated, rather than the efforts of individual learners and their teachers.” - Eric Jacobson, 2020

Jacobson, E. (2020). *The Lessons of the Churn: Adult Basic Education and Disciplining the Adult Learner*. *Adult Literacy Education: The International Journal of Literacy, Language, and Numeracy*, 2(2), 4–15.
<https://doi.org/10.35847/ejacobson.2.2.4>

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