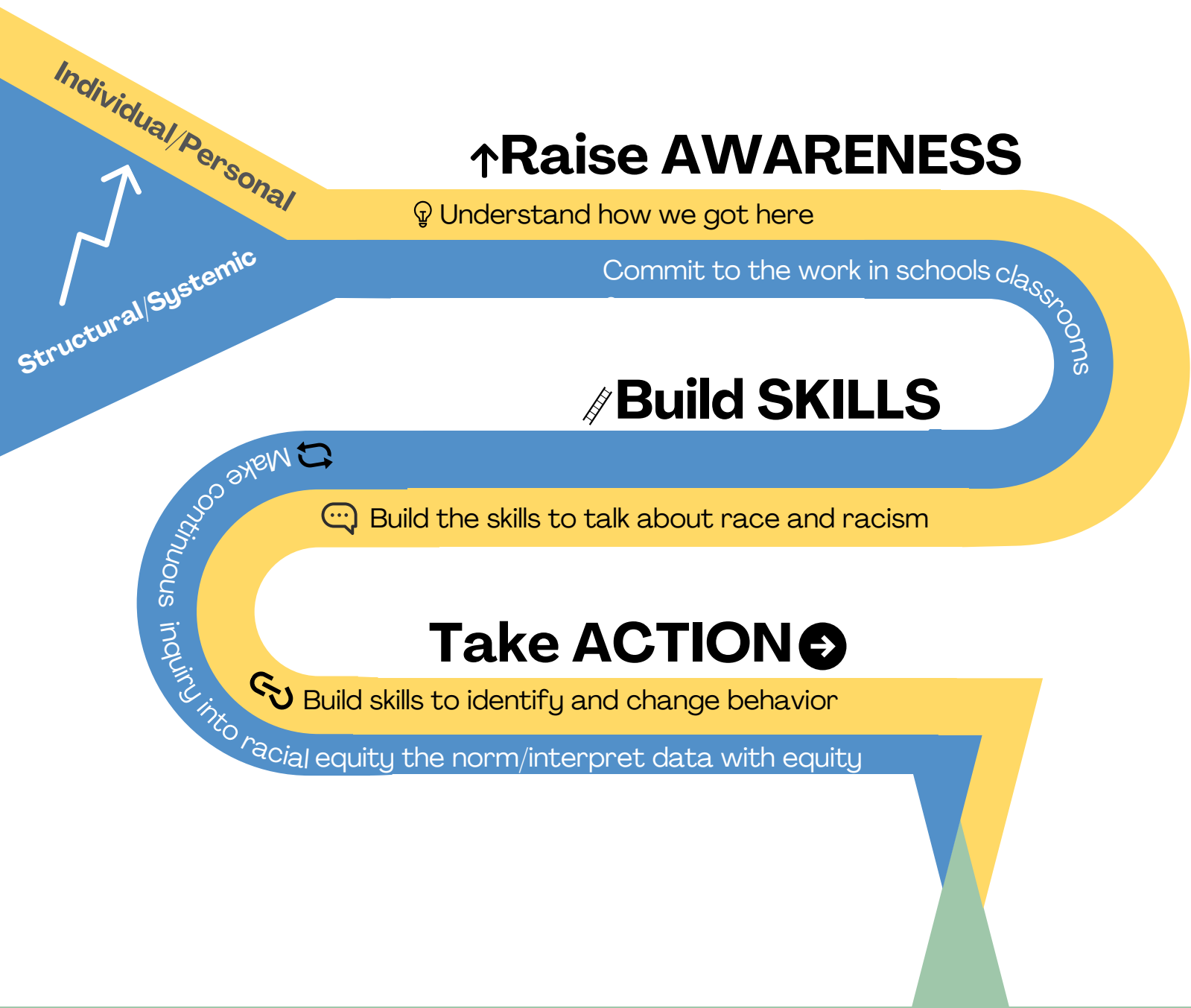




Learning Action Buffet

The Developmental Continuum



↑ Raise **AWARENESS**

💡 Understand how we got here

Commit to the work in schools classrooms

🪜 Build **SKILLS**

💬 Build the skills to talk about race and racism

➡ Take **ACTION**

🔄 Build skills to identify and change behavior

Make continuous inquiry into racial equity the norm/interpret data with equity

Maintain momentum & invite others in

To achieve racial justice in education & better outcomes for all students



Brief Overview of the Developmental Continuum

Phase One: Laying a Foundation

STEP ONE: UNDERSTANDING HOW WE GOT HERE

- Explore the history and impact of racism in the U.S.
- Learn about unconscious racial bias and the internalization of a racist/non-racist binary model
- Reflect as to how we view ourselves and other educators

STEP TWO: COMMITTING TO THE WORK IN SCHOOLS AND CLASSROOMS

- Learn to see educators as being on a developmental continuum
- Assess the capacity to talk about race and racism

Phase Two: Building Skills

STEP THREE: BUILDING THE SKILLS TO TALK ABOUT RACE AND RACISM

- Explore our own racial identities and racial consciousness
- Use structured conversations and dilemmas of practice to build skills

STEP FOUR: BUILDING SKILLS TO IDENTIFY AND CHANGE BEHAVIOR

- Create a brave community where growth is supported
- Address common pitfalls and forms of resistance

Phase Three: Enacting Equity/ Justice

STEP FIVE: MAKING CONTINUOUS INQUIRY INTO RACIAL EQUITY THE NORM

- Examine data about student's experiences and learning (school and classroom climate)
- Support respectful and positive relationships schoolwide
- Examine instructional and discipline trends
- Address unconscious bias in academics (representation, expectations, and selection)

STEP SIX: THE IMPORTANCE OF INTERPRETING DATA WITH AN EQUITY-LENS

- Understand and overcome deficit thinking
- Integrate root cause analyses to reveal biases
- Monitor the impact of changes in practices, policies, and structures

STEP SEVEN: MAINTAINING THE MOMENTUM LONG-TERM

- Recognize progress and ways to improve the process
- Build in time for self-care and rejuvenation
- Institutionalize strategies to nurture the new mindset