



# Equity and Race – A Call to Action

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January 30, 2018



# Pres. John F. Kennedy said:

- “If an American, because his skin is dark, cannot eat lunch in a restaurant open to the public, if he cannot send his children to the best public school available, if he cannot vote for the public officials who represent him, if, in short, he cannot enjoy the full and free life which all of us want, *then who among us would be content to have the color of his skin changed and stand in his place?*” – June 11, 1963



## What Role Did Race Play?

- Did your race play role in who you are today?
- If yes ... what role did it play?



# *Micro-Aggressions*

- **Traffic Stops**
- **Floorwalkers**
- **Classroom Expectations**
- **Stereotype Threat**
- **Altering Expectations**
- **Breathing in the “smog” of Racism – Beverly Daniel Tatum**
- **Developing Racial Identity**



# Privilege = A Call for Action

- Not a reason for guilt ...
  - But a reason to act



# *Taking An Equity Audit*

- **Self Equity Audit: Looking in the Mirror**

*Sometimes, the most important conversation you can have about teaching is with yourself.*

**Pipe Cleaners and Identity ... a equity ice-breaker**



# What Can We Do?

- Validate the experience of others
- Seek the story in the stranger (Norman Kunz)
  - Create a welcoming classroom
    - Broaden the curriculum
- Aim for acceptance (going *beyond* tolerance)



# Some Resources:

- *Colormute: Race Talk Dilemmas in an American School* – Mica Pollock
- *Why Are All the Black Kids Sitting Together in the Cafeteria?* – Beverly Daniel Tatum
- *Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools* – Glenn E. Singleton
- *Young, Gifted, and Black: Promoting High Achievement Among African-American Students* – Theresa Perry and Claude Steele





## Videos:

- <https://www.youtube.com/watch?v=GTvU7uUgjUI>

Cracking the Codes

- [https://www.youtube.com/watch?v=u9Wf8y\\_5Yn4](https://www.youtube.com/watch?v=u9Wf8y_5Yn4)

Javon Johnson

- <https://www.youtube.com/watch?v=76BboyrEl48>

Silent Beats