Racism in Education: The Foundation for all educational gaps

Robert Murphy,
Shifting the Paradigm
www.St4pp.com
Rac·ism

The belief that all members of each race possess characteristics or abilities specific to that race, especially so as to distinguish it as inferior or superior to another race or races.

A policy, system of government, etc., based upon or fostering such a doctrine; discrimination.

Source: Dictionary.com
A Simple Way

Power

Prejudice

Racism
Active Racism

Implicit Bias?
Examples of Subtle Racism Contextualized

- Police
- Sentencing
- Arrest
- Slavery

- Discipline
- Expectations
- Referral to Special Ed
- Gifted and Talented
- Teaching Resources
- Resources

- Slavery
- Theft
- Jobs
- Policy

- Redlining
- Loans
- Property Values

- Education
- Socioeconomic
- Justice
- Housing
ABC’s of dropout

A- Attendance

B- Behavior

C- Coursework

Source: (Balfanz, Bridgeland, Moore & Fox, 2010).
C + E = C > ABC’s

C- Culture

E- Engagement

C- Connection
Resources

Teacher allocation

Materials- Books, calculators, scientific tools

Coursework- Advanced Placement Course, International Baccalaureate

Gifted and Talented Program/ Materials

Buildings
Practices

Teacher Expectations

Referral to Special Education

Referral to Alternative Education

Excessive Disciplinary
The stories behind the data

The numbers

Transition between elementary/middle and middle/high

Drivers of suspension increases

Use of OSS vs. ISS
Deficit Perspective

Bad Person

Bad Decision
African American and Latino students

Athletes

Invisibility

Condemnation
LATINA/LATINO

FEMALE

ELL

hardworking

TEENAGE MOTHERS

relationships

DON’T VALUE EDUCATION

WELFARE MUNCHERS

MALE

ELL

hardworking

STRUGGLE

macho

GANGS

WELFARE MUNCHERS
African American

FEMALE
• ATTITUDE
  • tough
• LOUD
  • challenging
• LAZY

MALE
• ATHLETIC
  • challenging
• THUG
  • lazy
• DEFICITS

ANIMALS

ANIMALS

ROBERT MURPHY 2015
Ways to eliminate disproportionate discipline

- Monitor data
- Policy
- Create goals around disproportionate discipline
- Acknowledge that you may have race, cultural, or intra-cultural problems and seek help
- Teacher Resiliency
- Relationships
- Include students and parents as part of the solution
- Survey students
- Teach appropriate behavior
- Hold staff accountable
- Higher Expectations
Specific to Public Health Professionals (M.O.S.S.S.T)

Monitor
Outreach
School Based Health Center surveys
School Improvement Teams
Student/ Pupil Services teams
Target
CRASS
Robert Murphy

President, Shifting the Paradigm

www.St4pp.com

Email: evolve3470@hotmail.com

Phone: 443-621-5908