

# Racism in Education: The Foundation for all educational gaps

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Shifting the Paradigm  
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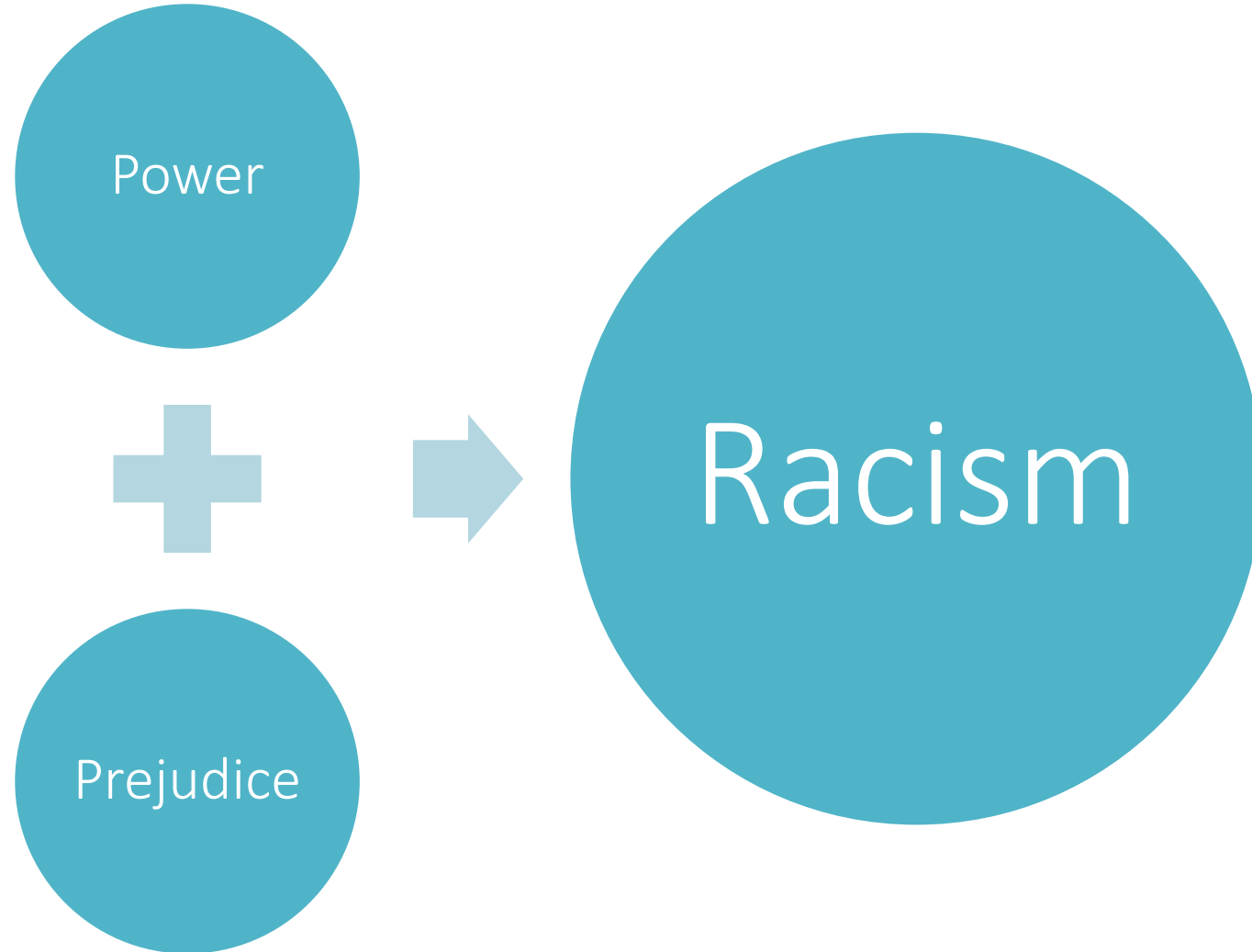
# Rac·ism

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

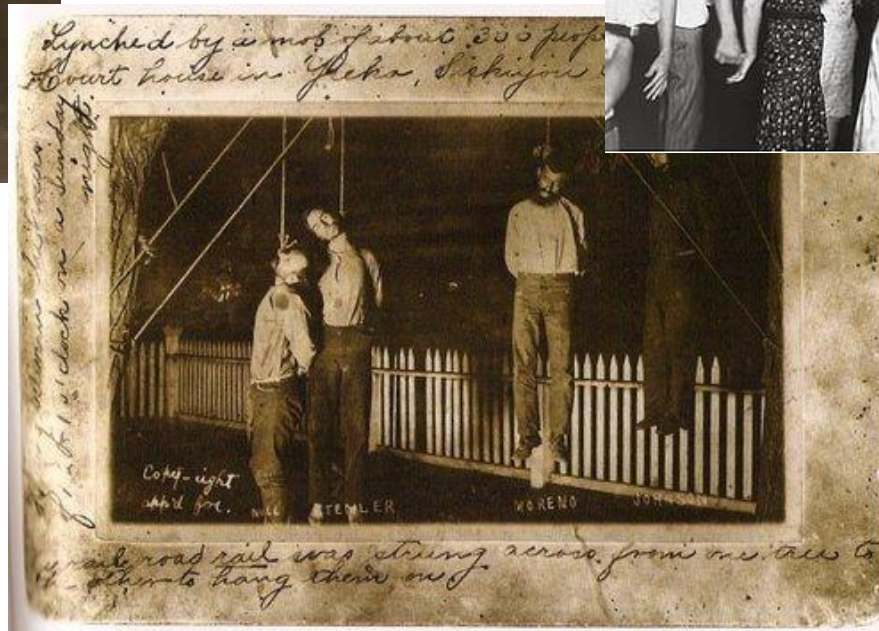
# A Simple Way



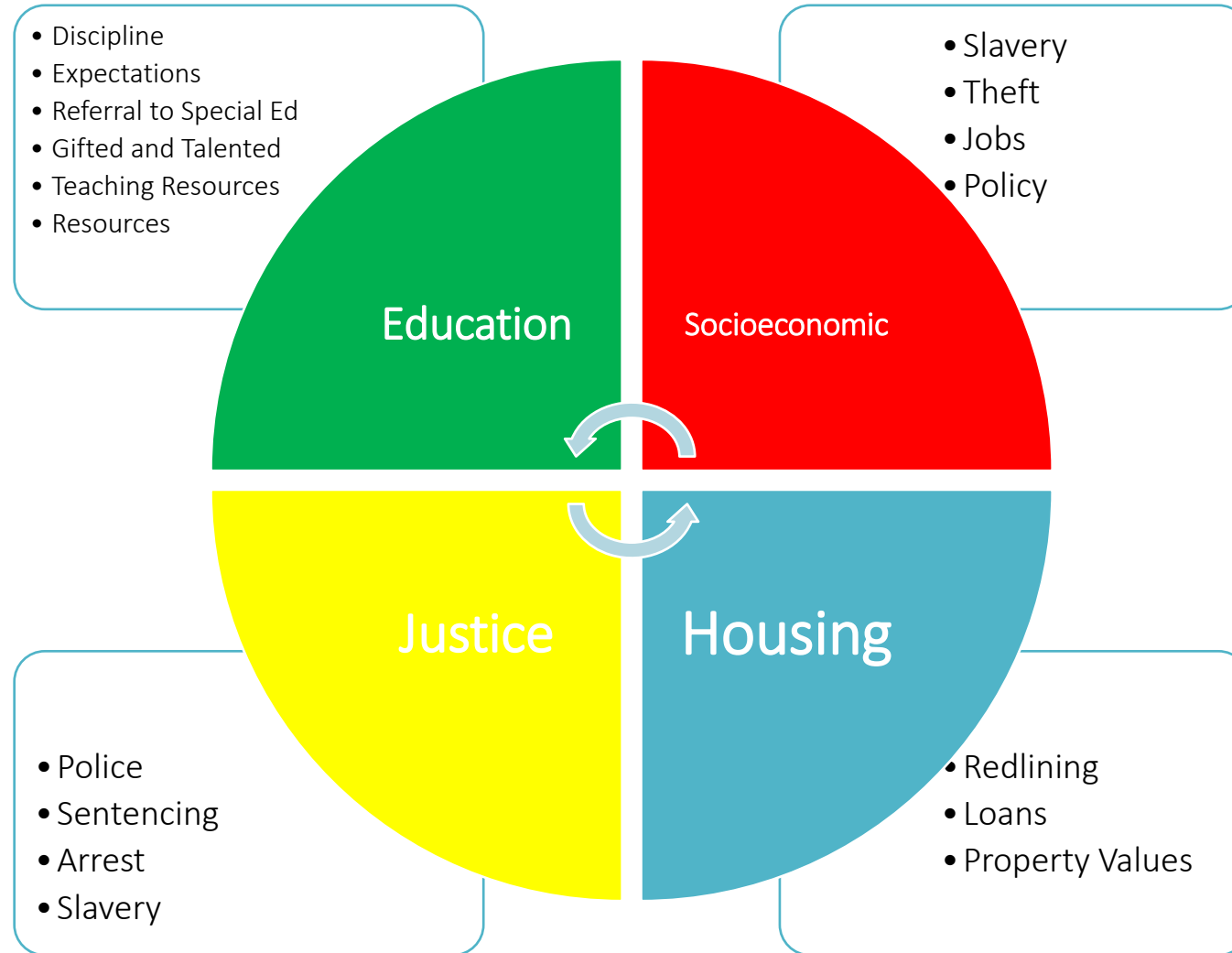
# Active Racism



## Implicit Bias?



# Examples of Subtle Racism Contextualized



# 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



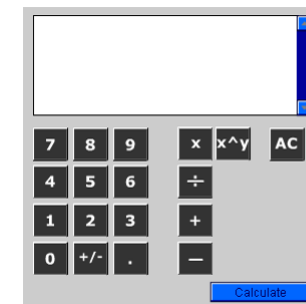
Teacher allocation

Materials- Books, calculators, scientific tools

Coursework- Advanced Placement Course, International Baccalaureate

Gifted and Talented Program/ Materials

Buildings





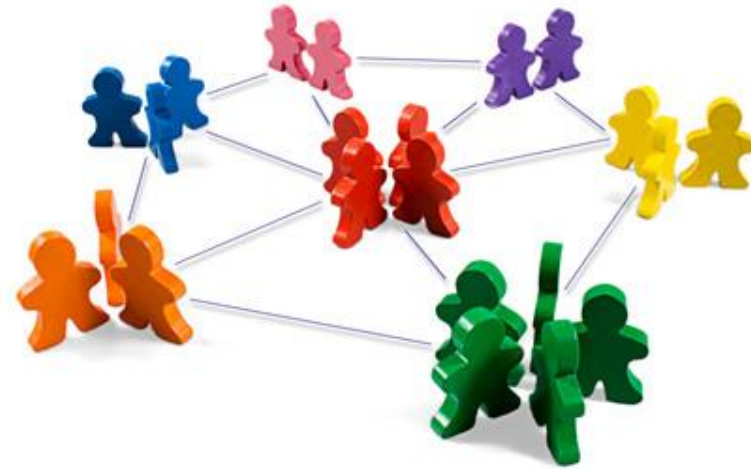
# Practices

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

ANIMALS

MALE

- ATHLETIC

- challenging

- THUG

- lazy

- DEFICITS

ANIMALS

# 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.T)

Monitor

Outreach

School Based Health Center surveys

School Improvement Teams

Student/ Pupil Services teams

Target



CRASS

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