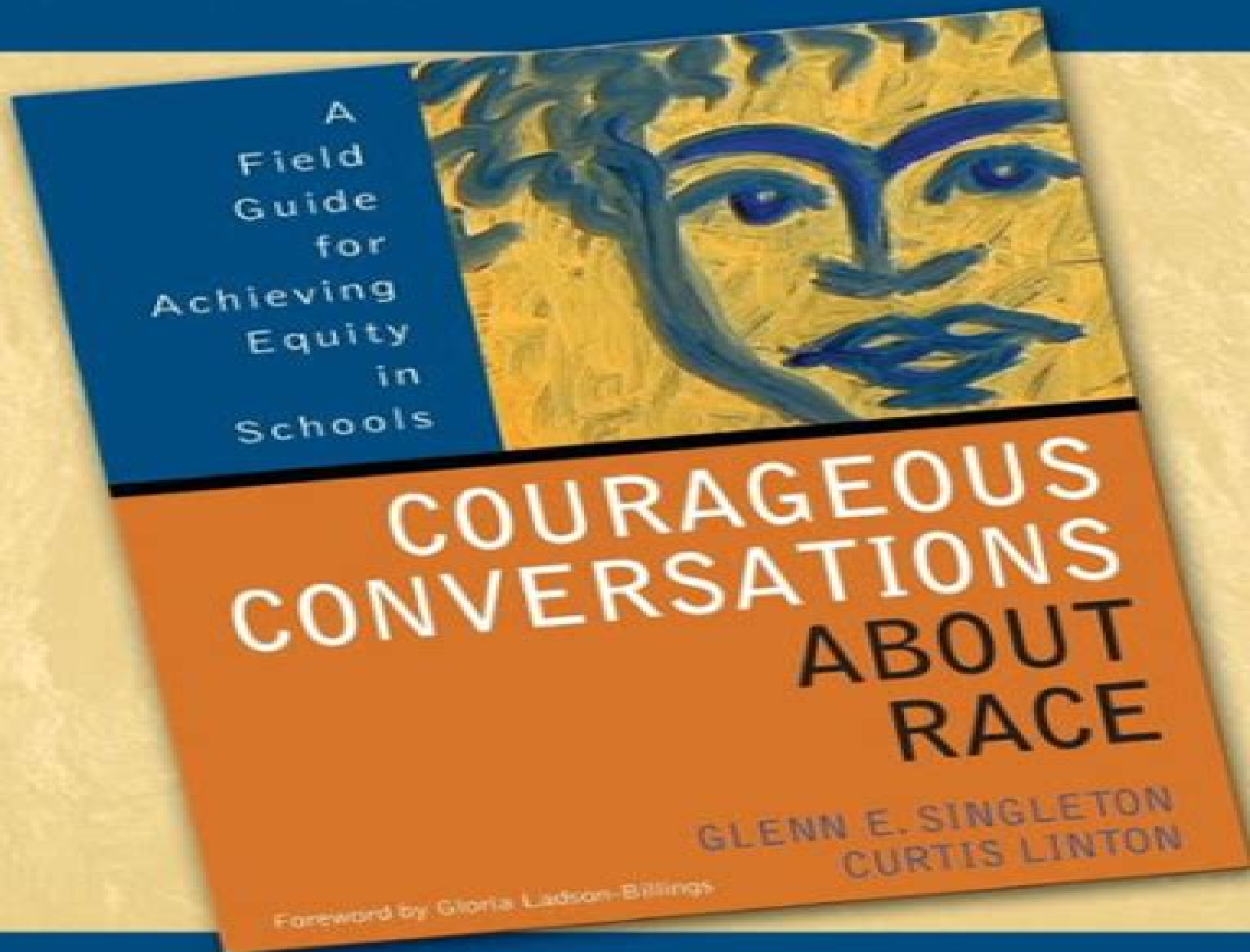


# Facilitator's Guide



# Facilitators Guide To Courageous Conversations About Race

**Caprice D. Hollins, Ilsa M. Govan**



## **Facilitators Guide To Courageous Conversations About Race:**

**Facilitator's Guide to Courageous Conversations about Race** Glenn Eric Singleton, Curtis Linton, 2007 Create staff development training that addresses the relationship between race and achievement Acutely aware of the statistical gaps in achievement between different racial groups educators realize that eliminating this disparity is critically to developing cultural proficiency Candid conversations about race help educational leaders understand why performance inequity persists and how to guide policy analysis and instructional reform that promotes true academic parity Designed to complement the best selling *Courageous Conversations About Race* this facilitator's guide shows how to use professional development events to help educational leaders examine the achievement gap through the prism of race This chapter by chapter guide explains how to engage educators in discussions about personal agendas multiple racial perspectives closing the racial achievement gap and extending their professional learning Trainers also will find practical features including Implementation exercises Prompts language and tools that support profound discussion Activities and checklists for administrators Action steps for creating an equity team Highlights for the facilitator include Activities for small or large groups Discussion and journaling prompts Key sources for supplemental reading Sample workshop agendas for half day one day or two to three day sessions A workshop evaluation form Using the *Facilitator's Guide to Courageous Conversations About Race* you can help educators construct a language and a process for addressing the relationship between race and achievement With creative open dialogue leaders can restructure their schools and fulfill every student's potential regardless of race culture or class

*Courageous Conversations About Race* Glenn E. Singleton, 2014-10-11 Create a systemwide plan for transforming the district office schools and classrooms into places that truly support ALL students achieving their highest levels This updated edition of the bestseller continues to explain the need for candid courageous conversations about race so that educators may understand why achievement inequality persists and learn how they can develop a curriculum that promotes true educational equity and excellence NEW Revised Courageous Conversation Compass NEW Racial autobiographies NEW Case study on St Paul Public Schools which has stayed on track with the Courageous Conversation protocol and framework NEW Links to video segments of the author describing the work REVISED Activities and checklists for school and district leaders REVISED Action and implementation steps

***Courageous Conversations About Race*** Glenn E. Singleton, Curtis Linton, 2005-11-18 Deepen your understanding of racial factors in academic performance and discover new strategies for closing the achievement gap Examining the achievement gap through the prism of race the authors explain the need for candid courageous conversations about race in order to understand why performance inequity persists Through these courageous conversations educators will learn how to create a learning community that promotes true academic parity Practical features of this book include Implementation exercises Prompts language and tools that support profound discussion Activities and checklists for administrators Action steps for creating an equity team

**More Courageous Conversations About Race**

Glenn E. Singleton,2012-10-03 Use courageous conversations to build racial equity in your schools and districts In this companion to his best selling book Glenn Singleton presents specific examples in which racism impedes student success and illustrates how to usher in courageous conversations to ignite systemic transformation Through first person vignettes and an actual school district case study this breakthrough handbook focuses on the powerful possibilities that are unleashed when you Learn how other education leaders have addressed and improved race relations Explore urgent challenges in racial equity and courageous approaches to solving them Reflect on your personal role in the struggle to achieve racial equity Introduce culturally relevant curriculum instruction and assessment in your school or district      **Courageous**

**Conversations About Race** Glenn E. Singleton,2021-07-23 This revision of this classic text could not be more timely We are at a moment of reckoning with respect to race in America The COVID 19 pandemic coupled with the centuries old pandemic of racial injustice have brought new attention to the presence of systemic racism in our schools and other institutions Glenn Singleton s Courageous Conversations protocol has had a lasting impact on hundreds of thousands of educators both in the U S and abroad Singleton was prescient in setting forth the premise that before we can solve race in this country we need to learn to talk about it This edition retains the hallmark features previous editions including the four agreements the protocol activities reflective prompts and a series of powerful Racial Autobiographies However it has been updated to reflect our current sociopolitical environment especially the current spotlight on racial injustice juxtaposed against a white nationalist backlash This book has helped equity leaders in K 12 schools as well as other institutions develop their racial consciousness and guide others to greater understanding and action      Films as Rhetorical Texts Janice D. Hamlet,2019-11-13 Films as

Rhetorical Texts Cultivating Discussion about Race Racism and Race Relations presents critical essays focusing on select commercial films and what they can teach us about race racism and race relations in America The films in this volume are critically assessed as rhetorical texts using various aspects and components of critical race theory recognizing that race and racism are intricately ingrained in American society Contributors argue that by viewing and evaluating culture centered films often centered around race and critically analyzing them faculty and students can promote the opportunity for genuine open discussions about race racism and race relations in the United States specifically in the higher education classroom Scholars of film studies media studies race studies and education will find this book particularly useful      **Data Strategies to**

**Uncover and Eliminate Hidden Inequities** Ruth S. Johnson,Robin Avelar La Salle,2010-08-04 Uncover buried data to close the achievement gap Standardized test scores only reveal part of the story Many hidden factors contribute to the achievement gap and chronic low school performance The authors dramatically illustrate how to mine data from nontraditional sources disciplinary policies teacher attendance special education referrals and more to uncover and eliminate systemic inequities This solution focused guide helps teachers and leaders Ask the right questions Verify data that affects graduation rates special education placement and the achievement of English learners Effectively analyze data to improve

student achievement Challenge the status quo and take action      **Constructivist Education in an Age of Accountability** David W. Kritt,2018-01-16 This book contrasts authentic approaches to education with classroom practices based primarily on standards external to the individuals who are supposed to learn While other books tend to promote either a desperate scramble for meeting standards or determined resistance to neoliberal reforms this book fills that gap in ways that will inspire practitioners prospective teachers and teacher educators Mandates pay only lip service to constructivist and social constructivist principles while thwarting the value of both students and teachers actively creating understandings Authors in this book assert the central importance of a range of constructivist approaches to teaching learning and thinking inviting careful reflection on the goals and values of education      *Equity Visits* Rachel Roegman,David Allen,Larry Leverett,Scott Thompson,Thomas Hatch,2019-08-07 Because equity and instruction are inextricably bound Why are equity visits such a critical first step to increasing opportunity and access for our under served students Because they take instructional rounds to a new level providing a powerful lens for investigating the intersections of equity and instruction After all how can we possibly deliver equitable learning experiences opportunities and outcomes for our students without first pinpointing problems of practice That s where Equity Visits will prove absolutely indispensable to district and school administrators It details how to combine a strong focus on instruction with explicit intentional efforts to address systemic inequities Inside you ll find A range of data collection activities and tools to target central issues of equity in your school Clear guidelines on how to investigate the ways instructional practices structures and beliefs lead to inequitable educational experiences and how these are often masked in the day to day life of schools and districts A frank discussion of how to make race and racism an explicit part of investigating and addressing educational inequities Voices of school and district leaders who have taken crucial first steps to become equity warriors Recommendations on how to develop policies initiatives and practices to confront those inequities Few dispute that instructional improvement must be a central focus of educational leadership but for too long achieving educational equity has been absent from the conversation Here is your opportunity to ensure equity occupy a central spot in data collection and analysis and be explicitly discussed at all levels of your school or district organization In short essential reading and doing for all administrators      *The Encyclopedia of Educational Equity* Shannon D. Holder,2025-04-18 Unlock the language of educational equity to create meaningful change in schools As educators professors policymakers and advocates work to dismantle systemic barriers and advance equity in education they must begin with a common understanding of the words that shape their actions The Encyclopedia of Educational Equity offers over 650 carefully curated terms concepts and strategies essential for productive conversations about equity This powerful tool will provide readers with a deep understanding of fundamental concepts in equity like color blindness gender expansive and meritocracy enabling them to identify challenges and craft solutions to improve educational outcomes for all Key features include Micro Checks to reflect and interrogate personal beliefs Equity timeline notes embedded throughout which provide

essential historical context for many terms Supplemental resources including tips for bias free language a list of frequently misused terms critical thinking prompts for professional learning communities PLCs and a guide to further reading Evidence based strategies and best practices for achieving equity in education interwoven throughout the text Whether you are a novice or a veteran this encyclopedia is user friendly and accessible to anyone working toward equity from educators and students to administrators researchers and community advocates The Special EDge ,2010 **Diversity, Equity, and Inclusion** Caprice D. Hollins,Ilsa M. Govan,2015 Facilitating conversations about race often involves tension as both the facilitators and participants bring emotional experiences and their deeply held values and beliefs into the room Diversity Equity and Inclusion Strategies for Facilitating Conversations on Race guides facilitators through a process of becoming comfortable with the discomfort in leading conversations about racism privilege and power This book walks you through the important steps to create a foundation where participants feel brave enough to take risks and share their stories and perspectives It guides you through strategies for engaging participants in courageous conversations with one another in ways that don t shame and blame people into understanding This book is a useful tool for individuals organizations and college professors who are interested in learning techniques for guiding their audience through dialogue whereby they become open to listening to one another for understanding rather than holding on to old beliefs and maintaining a posture of defense Readers will learn how the dynamics of race show up in cross cultural spaces including the unique challenges faced by facilitators of color and white facilitators In addition we explore how to identify and counter white privilege in the dialogue between participants Both novice and experienced facilitators will learn helpful strategies for leading conversation that result in people recognizing their role as change agents in ending oppression **Books Out Loud** ,2007 **Race Dialogues** Donna Rich Kaplowitz,and Sheri Seyka Shayla Reese Griffin,2019-05-03 All too often race discourse in the United States devolves into shouting matches silence or violence all of which are mirrored in today s classrooms This book will help individuals develop the skills needed to facilitate difficult dialogues across race in high school and college classrooms in teacher professional learning communities and beyond The authors codify best practices in race dialogue facilitation by drawing on decades of research and examples from their own practices They share their mistakes and hard earned lessons to help readers avoid common pitfalls Through their concrete lesson plans and hands on material both experienced and novice facilitators can immediately use this inclusive and wide ranging curriculum in a variety of classrooms work spaces and organizations with diverse participants Race Dialogues A Facilitator s Guide to Tackling the Elephant in the Classroom is a scholarly timely and urgently needed book While there is other literature on facilitation of intergroup dialogues none are so deeply and effectively focused on race the elephant in the room From the foreword by Patricia Gurin Nancy Cantor Distinguished University Professor and Emeritus Research Director University of Michigan This brilliant book is a gold mine of wisdom and resources for teachers facilitators and student dialogue leaders It summarizes explains and elaborates upon

everything I have ever been taught about what makes for great facilitation With experience and compassion the authors have written a clear user friendly guide to facilitation of race dialogue for both youth and adults I will recommend this book to every facilitator and teacher I train or hire Ali Michael director of the Race Institute for K 12 Educators and author of Raising Race Questions Whiteness and Inquiry in Education **Joyce in the Belly of the Big Truck; Workbook** Joyce A.

Cascio,2005-05 *Principal Leadership for Racial Equity* Candace Raskin,Melissa Krull,Antonia Felix,2021-03-13 Enhance your capacity for antiracist leadership The COVID 19 pandemic has illuminated deep seated structural inequities in our schools and across society More than ever education leaders are being challenged to take action to disrupt the institutional racism that undergirds many of our longstanding policies and practices Our students are challenging us to step up and be antiracists who commit to the uncompromising belief all children can learn and deserve an exceptional education Based on 10 years of work leading the Institute for Courageous Principal Leadership this book guides leaders to expanding their racial consciousness through self reflection and provides the tools they need to counter implicit bias and respond to resistance Grounded in research but written in practitioner friendly language this book Focuses on systemic leadership and institutional failures as the source of predictable student outcomes Leverages research and theory to create a process for principals to build racially equitable practices Navigates the politics of leadership without compromising student achievement The practical lessons and strategies in this book will equip you with the skills to implement the leadership and actions that must be taken to confront the reality of systemic racism in education and transform schools into learning environments with a student centered commitment to high achievement for every learner Courageous Conversations about Racism and Culturally Responsive Teaching Mary Ferguson,Linda Holtzman,2009 **Inside Out** Caprice D. Hollins,2022-11-01

Essential steps for leaders working to build an antiracist organization Providing a roadmap to workplace and organizational change Inside Out is packed with practical tools for working collectively towards racial justice and dismantling institutional racism This essential guide includes An adaptive approach to moving race conversations forward with authenticity and genuine curiosity Concrete strategies to help unpack the painful legacies of power privilege and oppression A framework including awareness knowledge skills and action advocacy Key components for engaging effectively calling people in bridging the divide identifying and addressing microaggressions and guiding difficult interactions Critical cross cultural skills for facilitators and leaders faced with fears worries conflicts and concerns that surface in PoC and White participants Helpful suggestions for equity leaders trying to find their why and identify their foundational beliefs as well as tips for practicing self care to lessen burnout and fatigue How to establish an equity team and bring decision makers on board Checklists discussion questions recommended readings best practices and many other valuable resources Inside Out is written specifically for prospective leaders championing diversity equity and inclusion in their workplace It is a must read for anyone guiding the challenging work of becoming an anti racist organization where no one s identity is a barrier to access or opportunity and

everyone belongs AWARDS SILVER 2023 Living Now Book Awards Social Activism Charity SILVER 2023 Nautilus Book Awards Social Change Social Justice FINALIST 2023 International Book Awards Social Change Facilitating Conversations about Race in the Classroom Danielle Stewart, Martha Caldwell, Dietra Hawkins, 2022 Learn how to facilitate conversations about race in the classroom and why these discussions are such an important part of our work toward equity and justice In this helpful book Danielle Stewart Martha Caldwell and Dietra Hawkins cover everything from what you need to know to get started to facilitation methods and techniques to how to sustain your work Drawing on their experience at iChange Collaborative a group that works with schools across the country the authors offer a plethora of compelling strategies and examples to help you hone your facilitation skills Specific topics include the importance of exploring your own identity how to prepare yourselves and your classrooms for sensitive conversations how to create class guidelines that create trust and allow vulnerability and how to deliver explicit instruction in compassionate listening sharing stories and giving supportive feedback The book also discusses the role of affinity groups in strengthening racial identities building supportive relationships and enhancing professional practices for educators of color and for race conscious white educators With the authors practical advice educators of all levels of experience and comfort levels will be able to address racial equity in schools or classrooms so you can do your part to address harm educate and ultimately transform society Forthcoming Books Rose Arny, 1998



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