

# Social Justice Education and Anti-Racism Related Resources for Schools

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## Highlighted Return to School Resource:

[Circle script for Black Lives Matter](#) for use by teachers and staff for classrooms.

### A. Ways to Use This Resource to Support Anti-Racist Work at Your School *(in progress)*

1. A great place to start is with self education. Review resources in this guide for your own internal work as preparation for launching work with others.
2. Form affinity groups to begin race conversations at your school. Read about the [importance of affinity groups here](#).
3. Discuss ways you can use the below resources or others to support work at your school site. (Classroom lessons, ways to use this info in teams).
4. Creating protocols, norms, and agreements for doing anti-racist work at your school.
5. Understanding one's own implicit biases:
  - a. [Anti-Racist Educator Questionnaire and Rubric](#)
  - b. [Harvard Implicit Bias Test](#)

### B. Prevention & Education: Possible Classroom Lessons and Teacher Education

#### Self Education for White Educators for Anti-Racist Work

1. [Resource for Expanding Anti-Racist Self Work](#) Articles and books to support self education for white educators/school staff and other resources for action.
2. [Addressing White Fragility](#) as a roadblock to Equity/Achievement Gap/Disproportionality work. Resources page: [Steps and Resources for Addressing White Fragility](#)

#### All Teachers/Staff Self Education Resources:

3. [Culturally Responsive Teaching and the Brain](#) by Zaretta Hammond
4. [RaceWorks](#): Toolkit from Stanford to support talking about race.
5. [Dr. Ken Hardy](#): *Healing the Hidden Wounds of Racial Trauma*
6. [Dr. Joyce DeGruy](#): *Post Traumatic Slave Syndrome/Racial Trauma*

#### Learn about Microaggressions:

7. Mini [Microaggression PD](#) for teachers/staff
8. [Upstander](#) App for Teachers/Staff: Combating Microaggressions in the Classroom. This App quizzes you on different common school scenarios related to various student identities, and provided education to support responses. \*\*[Combating Microaggressions](#): Responses from the app above in doc form!

#### Classrooms/Students/Relationships:

9. [6 Things School Staff Can Do To Interrupt Implicit Bias](#)
10. [Teaching Tolerance Lessons](#) classroom lessons about race and other topics.
11. [Other Social Justice lessons plans and resources for teachers](#) 21 Free Social Justice resources for teachers.
12. [Classroom Equity Walkthrough Tool, Sample 2](#): Tool to support ways to expand equity in the classroom.
13. Books for Educators: [Culturally Responsive Book List for Educators](#) books to expand culturally responsive teaching.

### C. Supporting Anti-Racist Work in School Teams (in progress)

1. Use data in your meetings, especially [disproportionality data](#). Present data to teams and also as a whole staff
2. Create meeting norms that support anti-racist work and raise awareness of meeting power dynamics. [Example from Aorta Anti-Oppression Facilitation](#) See this [white supremacy culture article](#) for more ideas of shifting meeting culture.
3. Encourage team members to do self reflective work and share resources to support.

### D. Elementary School Age Books Related to Race and Diversity (Teachers can read to kids, discuss, and keep in classroom libraries.)

- [Book List](#): list of books based on topics to support education and empathy building with your students.

### E. Response to Harm: Steps sites have used for response and repair

#### Harm between adults:

1. [Support for Talking about Race/Privilege](#): Tips from Dr. Ken Hardy
2. [Protocol for addressing racial harm](#) or privilege-based harm between adults.

#### Harm between students:

- a. If both parties are willing, Restorative Conversation or conflict mediation.
- b. Restorative Conversation with peer as substitute for person harmed, if the harmed person is not willing.
- c. Restorative Project based on incident. (Student researches topics and presents to caring adults, possible with family collaboration.)
- d. Teach and practice replacement behaviors for peers needing support connecting with peers.
- e. Support peers in responding to harm and getting adult support:
  1. Name it: "That's hurtful." or "I don't want to hear that." or "I don't want to talk about that."
  2. Walk away and let an adult know.

#### Classroom ideas:

- Revisit community agreements and address how issues at hand or need relates to agreements.
- Classroom Community Building Circles related to issue or need.
- Classroom reading and discussion from books on Book List on #2.

- Teaching Tolerance lessons or other decided by your site. (See # 1)
- Increase visibility of diversity representation in classrooms and hallways.
- Use [Classroom Equity Walkthrough Tool](#), [Sample 2](#) to support ways to expand equity in the classroom.

**School wide ideas:**

- Grade level assemblies based on need or issues at hand or school wide initiatives

**Idea for families:**

- Restorative Conversation or conflict mediation.
- Affinity group discussion and listening circles with actions steps named from family suggestions.
- Name steps taken by school for families. Provide family education workshop for steps being taken.

F. Racial Equity Training and Info

- [Office of Equity & Behavioral Health Implicit Bias Toolkit for School Leaders](#)