

A  
Field  
Guide  
for  
Achieving  
Equity  
in  
Schools



# COURAGEOUS CONVERSATIONS ABOUT RACE

GLENN E. SINGLETON  
CURTIS LINTON

Foreword by Gloria Ladson-Billings

# **Courageous Conversations About Race A Field Guide For Achieving Equity In Schools Glenn E Singleton**

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## **Courageous Conversations About Race A Field Guide For Achieving Equity In Schools Glenn E Singleton:**

**Courageous Conversations About Race** Glenn E. Singleton, 2014-09-15 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 highly acclaimed bestseller continues to explain the need for candid courageous conversations about race so that educators may understand why student disengagement and achievement inequality persists and learn how they can develop a curriculum that promotes true educational equity and excellence Almost a decade since its original publication the revised book includes new features as well as preserves the core content that led to many schools and districts success NEW Courageous Conversation Compass NEW Racial autobiographies offering more focused and relevant voices from a diverse group of skilled Courageous Conversation practitioners NEW Case study on St Paul Public Schools a district that has stayed on track with Courageous Conversations and successfully implemented the Systemic Racial Equity Transformation Framework NEW Links to video segments featuring the author describing different aspects of the work UPDATED Implementation exercises UPDATED Activities and checklists for school and district leaders UPDATED Action steps for creating an effective equity team What this book has given me is an effective set of tools to support me in understanding first my own racial biography and then how to discuss with my team race and its impact on education The lessons from this book offer a useful starting point for every school district that wants to change mindsets policies and outcomes Singleton takes readers on a personally and professionally transformative journey toward understanding and action S Dallas Dance Superintendent Baltimore County Public Schools MD All students especially white students need to read think converse and write about issues of race racism and whiteness if teachers are to help move society into a more racially aware and just place for all The work of Glenn Singleton and Pacific Educational Group gives educators the tools they need to have those Courageous Conversations Jackie Roehl 2012 Minnesota Teacher of the Year Edina High School Edina MN Brave and grounded patient but pointed Courageous Conversations About Race delivers a rare combination of critical information illuminating perspective and truly useful tools to get and keep us all engaged in the most important work of our time A great nation is not defined by its ability to assimilate all of its citizens but by its ability to provide equitable opportunities for all of them This book shows us how Dr Anton Treuer Author Everything You Wanted to Know About Indians But Were Afraid to Ask Executive Director American Indian Resource Center Bemidji State University MN When I finished reading this book I immediately wanted to share it with others Glenn Singleton provides strategies and tools to help one examine one s own racial identity His curriculum and modes of inquiry promote self discovery and self awareness The racial autobiographies allowed me to deepen my racial consciousness and become a more effective Courageous Conversation practitioner Mr Singleton is the best equity practitioner I have worked with provocative stimulating mindful of the sensitivities of this topic and devoted to fulfilling our racial equity mandate Ellen C Stein Head of School The Dalton School New York NY In the first

edition of his groundbreaking book *Courageous Conversations* Glenn Singleton made a powerful case that in order to dismantle racism it is first necessary to talk about and understand how power and privilege are related to race In this second edition he takes it one step further adding racial autobiographies and supplements to make it even more accessible to diverse audiences This work is sorely needed if we are ever to reach educational and social equity in our nation Sonia Nieto Professor Emerita Language Literacy and Culture College of Education University of Massachusetts Amherst The City s leadership team has used Pacific Educational Group s training and the Courageous Conversation protocol effectively to launch our racial equity work Sharing these concepts and approaches with our partners Saint Paul Public Schools has created a level of trust and understanding around racial equity we didn t have before Christopher B Coleman Mayor City of Saint Paul MN

***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

***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

***More Courageous Conversations About Race*** Glenn E. Singleton, 2013 Since the highly acclaimed *Courageous Conversations About Race* offered educators a frame work and tools for promoting racial equity many schools have implemented the *Courageous Conversations Protocol* Now in a book that s rich with anecdote Singleton celebrates the successes outlines the difficulties and provides specific strategies for moving *Courageous Conversations* from racial equity theory to practice at every level from the classroom to the school superintendent s office Back cover

***Courageous Conversations About Race*** Glenn E. Singleton, Curtis Linton, 2005-11-30 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

**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

**Unconscious Bias in Schools** Tracey A. Benson, Sarah E. Fiarman, 2020-10-22 In *Unconscious Bias in Schools* two seasoned educators describe the phenomenon of unconscious racial bias and how it negatively affects the work of educators and students in schools Regardless of the amount of effort time and resources education leaders put into improving the academic achievement of students of color the authors write if unconscious racial bias is overlooked improvement efforts may never achieve their highest potential In order to address this bias the authors argue educators must first be aware of the racialized context in which we live Through personal anecdotes and real life scenarios *Unconscious Bias in Schools* provides education leaders with an essential roadmap for addressing these issues directly The authors draw on the literature on change management leadership critical race theory and racial identity development as well as the growing research on unconscious bias in a variety of fields to provide guidance for creating the conditions necessary to do this work awareness trust and a learner's stance Benson and Fiarman also outline

specific steps toward normalizing conversations about race reducing the influence of bias on decision making building empathic relationships and developing a system of accountability All too often conversations about race become mired in questions of attitude or intention But I m not a racist This book shows how information about unconscious bias can help shift conversations among educators to a more productive collegial approach that has the potential to disrupt the patterns of perception that perpetuate racism and institutional injustice Tracey A Benson is an assistant professor of educational leadership at the University of North Carolina at Charlotte Sarah E Fiarman is the director of leadership development for EL Education and a former public school teacher principal and lecturer at Harvard Graduate School of Education

**Teaching Race in Perilous Times** Jason E. Cohen, Sharon D. Raynor, Dwayne A. Mack, 2021-03-01 The college classroom is inevitably influenced by and in turn influences the world around it In the United States this means the complex topic of race can come into play in ways that are both explicit and implicit Teaching Race in Perilous Times highlights and confronts the challenges of teaching race in the United States from syllabus development and pedagogical strategies to accreditation and curricular reform Across fifteen original essays contributors draw on their experiences teaching in different institutional contexts and adopt various qualitative methods from their home disciplines to offer practical strategies for discussing race and racism with students while also reflecting on broader issues in higher education Contributors examine how teachers can respond productively to emotionally charged contexts recognize the roles and pressures that faculty assume as activists in the classroom focus a timely lens on the shifting racial politics and economics of higher education and call for a more historically sensitive reading of the pedagogies involved in teaching race The volume offers a corrective to claims following the 2016 US presidential election that the current moment is unprecedented highlighting the pivotal role of the classroom in contextualizing and responding to our perilous times

The Data Coach's Guide to Improving Learning for All Students Nancy Love, 2008-02-27 Use data as an effective tool for school change and improvement This resource helps data team facilitators move schools away from unproductive data practices and toward examining data for systematic and continuous improvement in instruction and learning The book which includes a CD ROM with slides and reproducibles illustrates how the authors model has proven successful in Narrowing achievement gaps in all content areas and grade levels Achieving strong continuous gains in local and state assessments in mathematics science and reading Initiating powerful conversations about race ethnicity class educational status gender and language differences Developing a vision for a high performing data informed school culture

*Identity-Conscious Educator* Liza A. Talusan, 2022-02-25 Learn powerful practical strategies for creating an inclusive school community The Identity Conscious Educator provides a framework for building awareness and understanding of five identity categories race social class gender sexual orientation and disability Connect with vignettes and personal stories from the author that illuminate how to address identity topics in your personal and professional life Then develop skills in engaging in meaningful interactions with students and peers Discover how identity affects both personal and

professional lives Review a framework for building habits and skills of identity conscious teaching and learning Build knowledge of five different identity categories and experiences race social class sexual orientation gender and disability and then act for positive change Reflect with end of chapter questions Review practical research based strategies and activities for having difficult conversations and creating more inclusive communities Contents Preface Introduction Part I Getting Ready for Identity Work Chapter 1 The Journey to Identity Awareness Chapter 2 The Shift From Avoiding Conflict to Inviting Challenge Part II Building Your Identity Conscious Practice Chapter 3 Race Chapter 4 Class Chapter 5 Sexual Orientation Chapter 6 Gender Chapter 7 Disability Part III Turning Planning Into Action Chapter 8 From Ally to Abolitionist Chapter 9 The Role of Failure in Identity Work Chapter 10 Tools for Extending Your Learning Chapter 11 From Practitioner to Facilitator Chapter 12 Beyond The Identity Conscious Educator Epilogue References and Resources Index

**Encyclopedia of Diversity in Education** James A. Banks, 2012-05-17 The diversity education literature both nationally and internationally is broad and diffuse Consequently there needs to be a systematic and logical way to organize and present the state of research for students and professionals American citizens need to understand the dynamics of their increasingly diverse communities and institutions and the global world in which we live work and lead With continually evolving information on diversity policies practices and programs it is important to have one place where students scholars teachers and policymakers can examine and explore research policy and practice issues and find answers to important questions about how diversity in U S education enriched with theories research and practices in other nations are explained and communicated and how they affect institutional change at both the K 12 and postsecondary levels With about 700 signed entries with cross references and recommended readings the Encyclopedia of Diversity in Education 4 volumes in both print and electronic formats will present research and statistics case studies and best practices policies and programs at pre and postsecondary levels Diversity is a worldwide phenomenon and while most of the entries in the Encyclopedia will focus on the United States diversity issues and developments in nations around the world including the United States are intricately connected Consequently to illuminate the many aspects of diversity this volume will contain entries from different nations in the world in order to illuminate the myriad aspects of diversity From A to Z this Encyclopedia will cover the full spectrum of diversity issues including race class gender religion language exceptionality and the global dimensions of diversity as they relate to education This four volume reference work will be the definitive reference for diversity issues in education in the United States and the world

**Schooltalk** Mica Pollock, 2017-02-07 An essential guide to transforming the quotidian communications that feed inequality in our schools from the award winning editor of Everyday Antiracism Words matter Every day in schools language is used whether in the classroom in a student teacher meeting or by principals guidance counselors or other school professionals implying intentionally or not that some subset of students have little potential As a result countless students underachieve others become disengaged and ultimately we all lose Mica Pollock editor of Everyday

Antiracism the progressive teacher s must have resource now turns to what it takes for those working in schools to match their speech to their values giving all students an equal opportunity to thrive By juxtaposing common scenarios with useful exercises concrete actions and resources Schooltalk describes how the devil is in the oft dismissed details the tossed off remark to a student or parent about the community in which she lives the way groups based on race ability and income are discussed in faculty meetings about test scores and data the assumptions and communication breakdowns between counselors teachers and other staff that cause kids to fall needlessly through the cracks or the deflating comment to a young person about her college or career prospects Schooltalk will empower educators of every ilk revealing to them an incredibly effective tool at their disposal to support the success of all students every day their words **School Library Journal** ,2006

**American Book Publishing Record** ,2005 **NACADA Journal** ,2006 **The British National Bibliography**  
Arthur James Wells,2006 **The Special EDge** ,2010 **Choice** ,2007 **MultiCultural Review** ,2006 Ambassadors  
of Reconciliation: Diverse Christian practices of restorative justice and peacemaking Ched Myers,Elaine Enns,2009  
Restorative justicerefers to a social movement that seeks to repair interpersonal communal and social injustices without recourse to violence or retribution This is the second of two volumes exploring a theology and practice of faith rooted restorative justice and peacemaking



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