

Diversity Team News

Quarter Two

2020/2021 School Year

Quarter Two Activities

The General McLane High School Diversity team continues to meet bi-weekly but has faced challenges with the holiday breaks and the closure of the high school for a number of days. We have, however, accomplished the following:

- Viewed Emmanuel Acho’s “Uncomfortable Conversations with a Black Man” video, and as a team, we explored learning opportunities and discussed how they relate to us personally and to the General McLane community
- Heard Officer Montes share his experiences as a police officer and a person of color
- Completed and discussed the Implicit Bias survey put out by Harvard University

Book Club

In November, a group of high school teachers participated in a discussion of *How to be an Anti Racist*. Mr. Moore shared that it was an important conversation and that members gained a better understanding of what it means to be anti-racist. Anti-racist is not “non-racist.” Non-racist is not a valid term. The premise of the book is that you either support anti-racist practices or you support racist practices and that support can change, depending on numerous factors. They discussed how we must admit our own biases to move forward and view things more analytically when practicing anti-racist advocacy.

The group meets again in February to discuss *Stamped: Racism, Antiracism and You: A Remix*. This is a book written for young people. It is a quick read, and the book club welcomes you to read the book and join the conversation. If you’re interested, reach out to Mrs. Yonko or Mr. Moore.

Moving Forward

The Diversity team continues to work on several projects. They Include:

- Alignment of the Student Handbook with School Board Policy as it relates to harassment and diversity
- Inclusion of language in the Student Handbook that is consistent and inclusive

- Creation of student consequences that have an educational component and not just a punitive one
- Establishment of a resource bank for diversity education
- Publication and Visibility of the Diversity statement in the physical building, website, and in teachers’ syllabi
- Meetings with parents as the pandemic allows

Resources

The following resources are available for anyone interested in learning more about diversity issues and how to be an anti-racist educator:

How Ibram X. Kendi’s Definition of Antiracism Applies to Schools. (Article)

<https://www.kqed.org/mindshift/54999/how-ibram-x-kendis-definition-of-antiracism-applies-to-schools>

Uncomfortable Conversations with a Black Man (YouTube)

<https://youtu.be/h8jUA7JBkF4>

Nice White Parents (Podcast)

Available on Apple Podcasts, Spotify, and Google

Vocabulary

anti-racist (noun): A person who opposes racism and promotes racial tolerance.

micro aggression (noun): A statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

Team Members

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