PSESD: Becoming an Antiracist Multicultural Organization

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State Board of Education
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AGENCY ENDS

Success for Each Child & Eliminate the Opportunity Gap
Become an Antiracist Multicultural Organization
frameworks
Continuum on Becoming an Antiracist Multicultural Institution

MONOCULTURAL → → → MULTICULTURAL → → → ANTIRACIST → → → ANTIRACIST MULTICULTURAL

Racial & Cultural Differences Seen as Deficits

1 EXCLUSIVE
A Segregated Institution

2 PASSIVE
A ‘Club’ Institution

3 SYMBOLIC CHANGE
A Multicultural Institution

Tolerant of Racial and Cultural Differences

4 IDENTITY CHANGE
An Antiracist Institution

5 STRUCTURAL CHANGE
A Transforming Institution

Racial and Cultural Differences Seen as Assets

6 FULLY INCLUSIVE
A Transformed Institution in a Transformed Society

*Crossroads Antiracism Organizing and Training
values

Our Culture
These principles and practices form our culture and commitment to becoming an antiracist, multicultural organization. As PSESD employees, we remain accountable to these principles and practices in order to meet the agency’s RAC. Success for each student and eliminate the opportunity gap.

We lead with racial equity.

We trust and are accountable.

We foster joy, laughter, celebration, and health.

We are responsible, accountable, and adaptable.

We are one team in a professional and Albany

We listen with empathy and react to situations with respect.

Model the Way
Clarity values by finding your voice and affirming shared values. Set the example by aligning actions with shared values.

Inspire a Shared Vision
Envision the future by imagining exciting and empowering possibilities. Engage others in a common vision by appealing to shared aspirations.

Enable Others to Act
Foster collaboration by building trust and facilitating relationships. Strengthen others by increasing self-determination and developing confidence.

Challenge the Process
Search for opportunities by seeing the invisible and by looking outward for innovative ways to improve. Respect and listen to feedback to continuously generating small wins and learning from experience.

Encourage the Heart
Recognize contributions by showing appreciation to individual excellence. Celebrate the values and virtues by creating a sense of community.
Racial Equity Policy
Implementation Plan

October 3, 2019

Dr. Joshua Sanford

Click to view entire document.
White Institutional Values
Values shaped in Stage 1 of the Continuum of becoming a multi-cultural anti-racist institution

"Either/Or" Thinking

Competitive Individualism

Relationships Misshaped by Consolidated Power and Hierarchical Accountability

Secrecy

Scarcity Mentality

Focused on self-preservation with a bias toward efficiency

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Moving the Work into the ‘Bones’ of the Organization

Racial Equity Policy

Executive Director of Equity in Education

Equity and Inclusion Advisory Committee

Diversity Coaching

Caucusing

Workforce Equity

Professional Learning

Racial Equity Tool

Racial Equity Policy
Racial Equity Policy Work

• Gathered input from staff
• Collaborated with external consultant
• Drafted administrative and Board policy
• Adopted Fall, 2014
• Modeling the way for districts
Diversity Coaching Program
Important Facts

Designed to create a safe environment where employees feel supported to address and resolve experiences around culture and cultural differences.

14 employees, representing a wide variety of programs and sites throughout the PSESD, have been selected to serve as coaches.

Need more information?
Caucusing

Important Facts

Provides a safe place for discussion and exploration of institutional racism and to identify key changes to help meet our goals.

People of color and white people meet both separately and together to identify organizational patterns and barriers that contribute to disparate outcomes in the agency and in our educational system.

Meetings are open to all employees.

Need more Information?
https://my.psesd.org/equity/CaucusingProgram.html#q1
Ongoing Professional Development on Racial Equity

Agency staff provide ongoing professional development for all departments to ensure that staff apply a racial equity lens to their work in order to close the opportunity gap and create an AntiRacist Multicultural Organization.
A careful examination of the likely impacts of a policy proposal in order to minimize disparities and foster racial equity and inclusion.

A vital tool for facilitating race-conscious analysis of proposed policies, practices or programs.
Workforce Equity Plan

- Increase staff perceptions of the value of an Antiracist Multicultural Organization.

- Eliminate barriers to leadership opportunities & advancement for staff of color.

- Systematically review, revise, & develop practices & procedures that support racially equitable recruitment hiring and selection processes.
Equity in Education Services

- Provides services to districts such as:
  - Professional Learning on Racial Equity, Cultural Proficiency
  - Leadership Coaching
  - District Equity Team Development
  - Data Coaching
  - Technical Assistance
Challenges and Risks of Leading this Work

• Resistance to isolating race.
• People have various levels of understanding with regard to the impact of race on educational systems.
• People have difficulty staying engaged due to discomfort.
• Credibility in the community or other circles can be challenged.
• People need to be comfortable learning while leading.
• The work can disrupt relationships.
• The work impacts leaders of color and white leaders very
Recruit, Hire, and Retain a Racially Diverse Workforce