

SYSTEM DESIGN: ENSURING WE SERVE CHILDREN WHO HAVE BEEN HISTORICALLY DISADVANTAGED

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OUTCOMES - PARTICIPANTS WILL

- Examine the historical inequities of the educational system and how they are being translated into the virtual learning environment
- Identify structures and policies that perpetuate an inequitable school system
- Explore ways to interrupt the current educational system, both in schools and in remote learning environments for more equitable outcomes

AWARENESS OF YOUR BIASES AND INEQUITIES

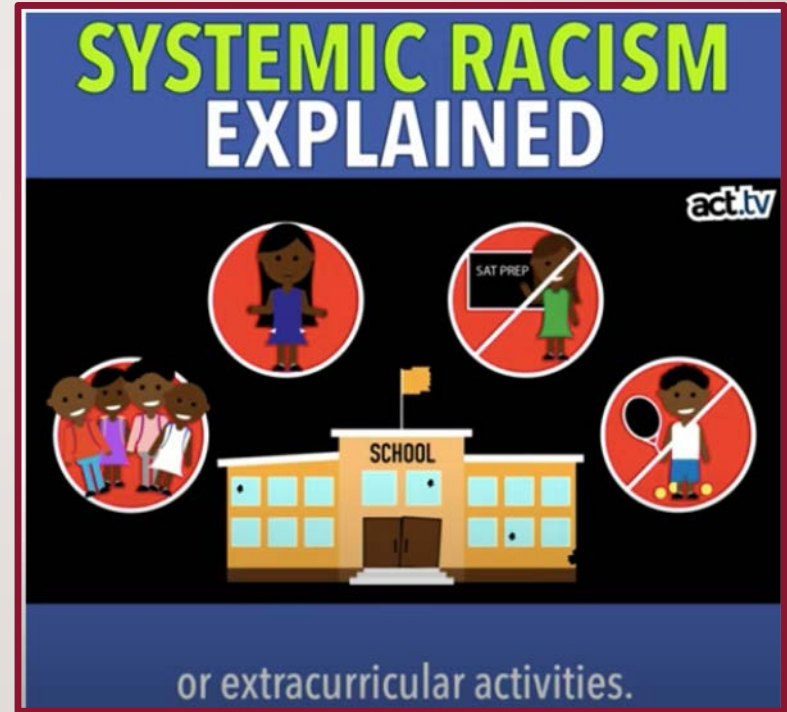
Glenn Singleton's *Four Agreements* for Courageous Conversations:

- Speak Your Truth
- Stay Engaged
- Experience Discomfort
- Expect and Accept Non-Closure



SYSTEMIC INEQUITY/RACISM

As you watch this short video, think of ways YOU have benefited from, or been denied, by the system of racism.



THE **BIGGEST** CHALLENGE

*“The biggest challenge with systemic racism is that there is **no single person** or **entity** responsible for it, which makes it very hard to solve...”*





THE HISTORY AND LEGACY OF ANTI-LITERACY LAWS

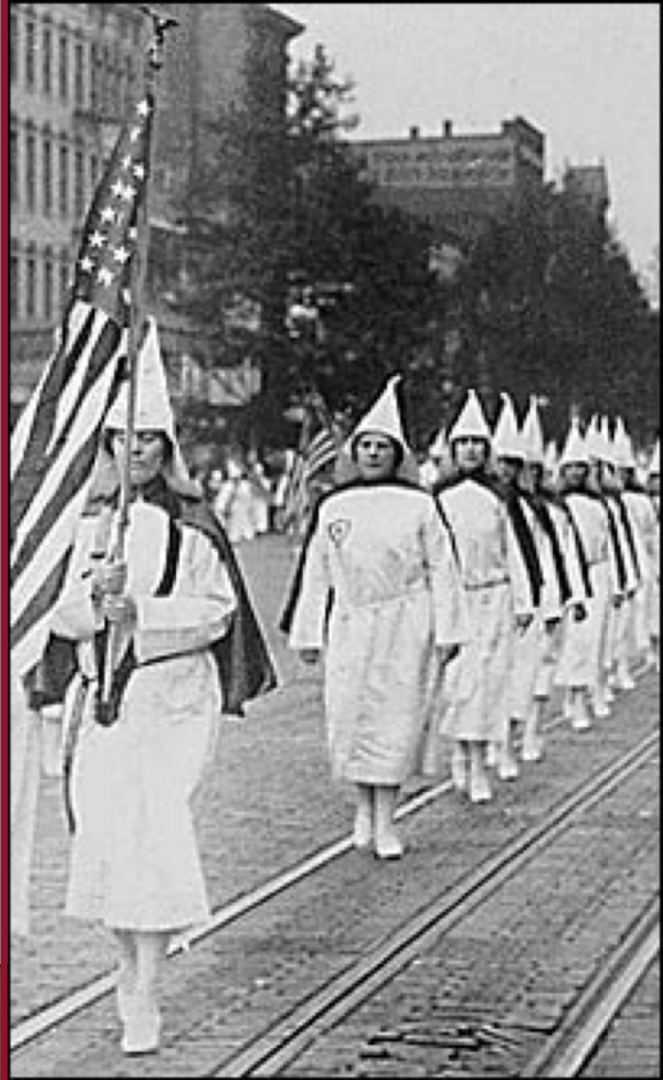


*“ONCE YOU LEARN TO READ,
YOU WILL FOREVER BE FREE”*

FREDERICK DOUGLASS



THE LEGACY: JIM CROW LAWS



THE MISSING HISTORY

How many of us learned in school about these African-American activists who fought against Jim Crow laws?



Ida B. Wells

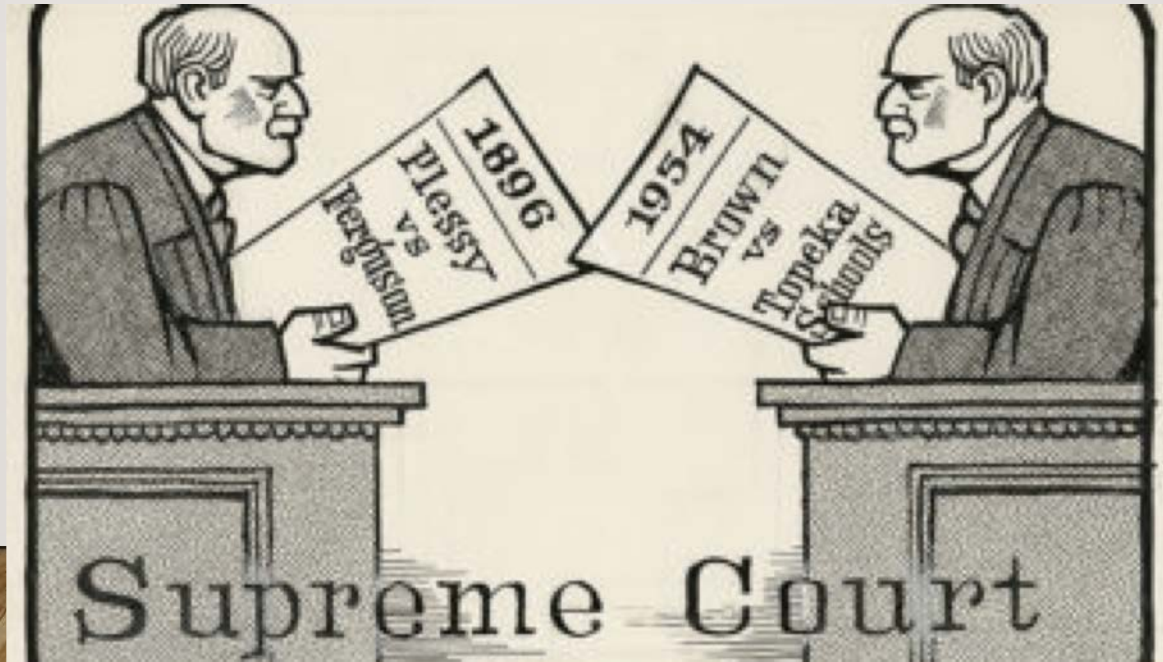


Isaiah Montgomery



Charlotte Hawkins Brown

LANDMARK DECISIONS THAT SHAPED THE **SYSTEM OF** **INEQUALITY** IN EDUCATION



THE U.S. SUPREME COURT **SYSTEMIZED** INEQUITY

- In 1896, U. S. Supreme Court decision to **uphold the constitutionality of racial segregation**. The Court declared that it didn't conflict with the 14th Amendment as it didn't re-establish slavery.
- It gave constitutional sanction to laws designed to achieve racial segregation by means of **separate and supposedly equal** public facilities and services for African Americans and whites.
- It served as a controlling **judicial precedent** until overturned by the Supreme Court in Brown v Board of Education of Topeka in 1954.

A black silhouette of a person with their arms raised in a celebratory gesture, positioned behind the main text.

AFFIRMATIVE ACTION

...THE LEGACY

AFFIRMATIVE ACTION

- The **Civil Rights Act of 1964** was the government's attempt to remedy the effects of long-standing discrimination against minority groups and women. It consisted of policies, programs and processes that gave preferences in hiring and admission to higher education.
- In, labeling it “reverse discrimination”. **1978 the Regents of UC challenged affirmative action**
- The Supreme Court began to impose significant **restrictions on race-based affirmation actions in 1989.**

WHAT CAN WE DO?

EDUCATIONAL EQUITY:

**ALTERING CURRENT PRACTICES AND
PERSPECTIVES TO TEACH FOR SOCIAL
TRANSFORMATION...**

AND TO PROMOTE EQUAL LEARNING
OUTCOMES FOR STUDENTS OF ALL RACIAL,
CULTURAL, LINGUISTIC, AND SOCIO-ECONOMIC
GROUPS.

ENID LEE, ANTI-RACIST EDUCATIONAL CONSULTANT

SOLUTIONS

- Systemic problems require systemic solutions
- We are all part of the system
- We all have a role to play in making it better



SYSTEMIC CHANGE AND DISRUPTION

- **Human Resources Frame**

“How do schools align teachers’ needs with student outcomes?”

- **Symbolic Frame**

“How do schools create community while honoring shared cultures?”

- **Political Frame**

“Whose preferences and interests are to be served by the school?”

- **Structural Frame**

“How should schools be designed to maximize effectiveness?”

Adapted from Bolman & Deal’s 4 Frame Model

“...education is that whole system of human training within and without the school house walls which molds and develops men (and women!).

Education must not simply teach work - it must teach life.”

W. E. B. Du Bois

How might NOW be an opportunity to transform the system?

PRIVILEGE AND POWER = RESPONSIBILITY

- Become an ally by using your power to effect change
- Include your school community in conversations and decisions
- Learn what's missing from what you know about history
- Have conversations that might be uncomfortable but necessary to make change
- Look for leaders everywhere - including in the mirror!



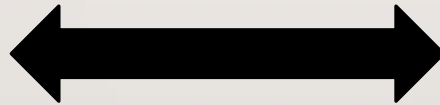
POLICIES AND PROCEDURES THAT CREATE INEQUALITIES

- Tracking/Identification of Special Ed and Gifted Students
- Teacher Class Assignments
- Disproportionate/Overrepresentation of one group of teachers
- Allocation of Funds and Resources



WHAT CAN BE...POST PANDEMIC

Nationalize
education decisions
about standards,
curricula, financing,
accounting, etc.



Completely **decentralize**
education decision-
making and funding to
families and allow a
demand-driven market to
emerge.

“It is not the strongest of the species that survives, nor the most intelligent, but the one most responsive to change.”

Charles Darwin



FOR MORE INFORMATION...

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