



Raising Racial Equity

*Human
Rights*

AN EDUCATORS
RESOURCE
GUIDE



Suggestions to Grow and Become Better Informed:

The following guide has been designed for educators and parents, also keeping in mind anyone who considers themselves growth minded individuals desiring to further educate themselves, while equipping them to talk to children and youth. This guide is intended to inspire growth and create safe spaces to have difficult conversations on race and inequity.

Teaching Racial Justice and Equity

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Acknowledgement

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Empathy: *Seek First to Understand*

3

Educate Yourself to Grow

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Acknowledge History, Laws and Consequences

1. ACKNOWLEDGEMENT

Acknowledgement

Acknowledge anyone you know as well as their feelings, who have been affected by racial injustice.

Meet people on a HUMAN LEVEL.

Ask yourself, *"How would I feel if I were in their shoes?"* It's not over. Communities are still dealing with the after-math.

Conversations centered around anti-racism, social and racial injustice aren't easy to have with students. But, acknowledgement of the obvious is key for healing and understanding.



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2. EMPATHY: *SEEK FIRST TO UNDERSTAND*



Empathy

Seek first to understand.

Meet people on a human level. Gain a better understanding and open your mind. This will begin to develop empathy in you.

I love what my colleague shared, “The ideas of learning, unlearning, and relearning history can be daunting. But as human beings, we feel, we hurt, we are often confused, and we sometimes don’t know the answers. But, if something happens to one of us, it happens to all of us. And embracing this special act of understanding is key for connection and healing. Offer to provide support to students, families and educators of color. Practicing empathy towards students, families and educators exhibits concern and promotes much-needed care.”

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3. EDUCATE YOURSELF TO GROW

Educate Yourself to Grow

Continue to learn and grow and educate yourself.

Ask questions and dig deeper. Read articles from reliable resources (see *Suggested Resources*).

Listen to people's testimonies, and hear their personal stories. This is how you educate yourself.

Seek key words and their meaning (e.g. start with words like *oppression* and *system racism* (Slide 10).

Effectively speak with students on handling tough talks around racism, by exploring this reading list and amazing Black Lives Matter Instructional Library for teachers and parents).



4. Raise Awareness and Teach Others



Raise Awareness and Teach Others

Raise awareness and teach others!

Share your knowledge and research findings with others and BE A PART OF THE CHANGE you want to see!

Most people are ignorant of histories atrocities and all the injustices that occurred. Share knowledge of the civil rights movement, Jim Crow Laws and stories of the struggles for racial justice, perhaps from your own personal family experiences or those of others. You can share movies that capture racial justice struggles by visiting [Ten "Must Watch" Black History Documentaries](#)



5. Have Ongoing Dialogue and Conversation

Ongoing Dialogue and Conversation

Be intentional in having ongoing dialogue and conversation with people across different races.

Remember, the problems and issues can't be discussed or resolved in a day. So make it a point to have continuous conversations. It is through open and honest, continuous conversations that will make these issues easier and more comfortable to talk about, and bring about the much needed change we hope to see.

Don't be afraid to start conversations with people affected by this. Create space for dialogue. Remember silence doesn't invoke change



6. Be an Active Support



Be an Active Support

Ask yourself how you can be a part of the solution.

Ask yourself, “How can I take part?” Perhaps you can take part of protesting, regularly donate to a cause you believe in such as:

1. Community Restoration and Enrichment Funds, such as *Embrace Race* or *Black Table Arts*
2. Youth funds, such as *Pretty Brown Girl* or *The Conscious Kid*
3. Policy Reform Organizations such as *Reclaim The Block* or *Color of Change Education Fund*
4. Political Organisations such as *The National Police Accountability Project* and *Campaign Zero* where donations will go toward police reform initiatives, e.g redistribute police funding to other social services.
5. Incarceration Reform Organizations such as the *Prison Book Program* or *Equal Justice Initiative*, where donations will go toward prison reform efforts to stop excessive punishment.

7. Internal Reflection

Internal Reflection

Become aware of your own internal voices and implicit biases.

What are some prejudices that you might have that you aren't aware of? For example, *"Black people are good at sports"* or *"White people can't dance"*.

Test yourself for hidden bias.




8. Acknowledge History, Laws and Consequences



Acknowledge History, Laws and Consequences

Let's acknowledge that the consequences of American history and laws such as slavery or the Jim Crow laws, are still affecting access to opportunity today.



Each of us
has a magic
inside of us
that we can
use to make
the world a
better place.
-Marley Dias

Are YOU ready to be a part of lasting change?

When Marley Dias was in the sixth grade, she got tired of never seeing herself in the books she read for school. So she founded #1000BlackGirlBooks, collected thousands of stories featuring black girls as main characters and donated them to schools. In 2018, she even published a book of her own, *Marley Dias Gets It Done: And So Can You!* At that time, the author and activist was only 13 years old.

Share your Voice



Minds Beyond Measure
CEO and Founder Jaime Perris

Share your voice or thoughts on how you have been a catalyst and voice for lasting change;

info@mindsbeyondmeasure.org

We'd love to hear your stories or any suggestions to add to this resource guide. I, to, am committed to educating myself daily, to grow, become empowered and share my knowledge with the world around me!

"Not everything that is faced can be changed,
but nothing can be changed **until it is faced.**"

- James Baldwin

The background is split diagonally from the bottom-left to the top-right. The upper-left portion is a solid teal color, while the lower-right portion is black. In the center, where the two colors meet, is a high-contrast, black and white photograph of two hands clasped together in a supportive grip. The skin tones of the hands are dark. A white rectangular border is centered over the image, containing the text.

Together

LET'S GROW, EDUCATE
AND EMPOWER

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