



## RACIAL EQUITY LEADERSHIP INSTITUTE

The Facilitating Racial Equity Collaborative

### *Driving the Racial Equity in Education Learning Series*

#### **Participant Pre-work: Historical Foundations of Race**

All materials are from the [Talking About Race](#) resources from the [National Museum of African American History and Culture](#).

#### **Readings and Video**

- Read materials from [Historical Foundations of Race](#)
- Watch the 10:15 minute video [What is the Origin of Race?](#) located in the readings section. The [video can also be found on YouTube](#).

#### **Discussion Questions**

Please be prepared to discuss these questions.

- Share a meaningful quote, an insight or an “aha!” moment you experienced from reading or watching the material on Historical Foundations of Race. How does this connect to you personally?
- How did the concepts of race and white supremacy develop in the US? What role did capitalism and colonialism play? How was it codified into law?
- Please share an example of how our racial history is embedded in our institutions today?
- Is the US’s racial history you learned about in the pre-work reflected in your curriculum? Why or why not?

If time permits:

- How do you personally perpetuate racism and/or racialized ideology (stereotypical ways of thinking, believing, and acting) in educating our young people?
- What are you doing to dismantle/challenge racism and/or racialized ideology?

## **FREC Guidelines for Dialogue**

1. We recognize that we are entering into cross-cultural dialogue and that such dialogue demands something from all of us. Some of us, for example, may be accepting a responsibility to verbalize our thoughts more often than is our cultural norm, while others of us may be accepting a responsibility to engage in more listening and reflection than is our norm.
2. Each of us accepts a responsibility to ensure that everyone's perspective is welcomed and carefully considered within our group. We know that each person's words have value and we devote ourselves to understanding what is being communicated as fully as possible.
3. We seek to support active listening, turn-taking, resisting "side-bar" comments and conversations, and interruptions – especially disruptions or distractions while another is speaking (i.e., in the chat box, verbal interjections, phone call notifications, acting out gestures).
4. We recognize that powerful feelings are involved in this work, and we affirm that it is important for us to express our feelings in the context of mutual respect.
5. We support each other when we experience hurt or anger or struggle with difficult issues. As a group we commit to resolving our difficulties with each other here and to staying in relationship with each other.
6. We agree to accept the facilitators' interventions when we have gotten off topic, are taking up too much "air-time," or otherwise may need to be reminded of our commitments under these Guidelines.
7. We are conscious and mindful of power dynamics, and we make deliberate efforts to make physical and psychological space and to employ strategies that help all to participate fully and equally.
8. We will assume good intentions even when we deviate from our guidelines. We give ourselves permission to be vulnerable, to have our mistakes acknowledged, and to learn from experience. We will not take it personally. We will support one another as we continue to grow in our communication and relationships.

(May 17, 2018)