

Everyday CQ Strategies for Creating an Anti-Racist School Community | Dallas ISD Families

CQ Drive Your level of interest, persistence and confidence during multicultural interactions	CQ Knowledge Your understanding of how cultures are similar and different	CQ Strategy Your awareness and ability to plan for multicultural interactions	CQ Action Your ability to adapt and relate when working in multicultural contexts
<p>Acknowledge: Be open and willing to acknowledge the long history of racism in the US and its continued existence today.</p> <p>Reflect: Take time to reflect on and assess the district's current state as it relates to racist practices and systems. Provide helpful feedback to leadership. Consider how you and your child(ren) can be part of the solution.</p> <p>Commit: Verbalize and demonstrate explicit commitment to the work of creating an anti-racist school community with your child(ren) and family.</p> <p>Recognize that diversity alone is not enough: Create opportunities for your child(ren) to engage in diverse environments and also teach them the skills (cultural intelligence) necessary to learn and benefit from the diversity of others, especially Black, Indigenous, People of Color (BIPOC) students and families.</p> <p>Remind: Remind your child(ren) that everyone needs to commit to creating an anti-racist campus community.</p>	<p>Listen: Listen to the stories of BIPOC student and families. Do some perspective taking and try to imagine their lived experiences.</p> <p>Educate yourself: Read books and other resources on the topics of race and racism.</p> <p>Educate your Child(ren): Teach your child(ren) about race and racism. Intentionally include discussions and books that go beyond slavery and the civil rights movement.</p> <p>Protect: When having conversations about race and racism never shame others or any cultural groups. Demand respect for and protect the dignity of all students and families.</p> <p>Create: Create safe spaces for courageous conversations in the home about race and racism. Use it as an opportunity to deepen your child's understanding of these issues. Give them opportunity to share their personal experiences with racism, either as a recipient or witness.</p> <p>Provide real examples: Use the media to point out examples of racism and stereotypes.</p>	<p>Be Intentional: Create and plan for opportunities for you and your family to develop relationships and spend time with district families from other cultural groups.</p> <p>Reflect on your behaviors and cross-cultural interactions: Consciously monitor your tendencies to show biases toward other cultural groups, especially BIPOC, that could negatively influence your interaction with them.</p> <p>Build in accountability: Intentionally communicate and demonstrate zero tolerance for racist words and actions by anyone including your child(ren), other family members, friends and peers.</p> <p>Volunteer: Seek and plan volunteer experiences that create opportunity you to engage with and learn from other cultures, especially BIPOC. Position yourself as the "student" and see how much you can learn.</p>	<p>Intervene: Practice allyship when you observe a microaggression or racist action towards BIPOC students, families, staff or teachers</p> <p>Be proactive: Don't let racial tensions between you and others linger. Engage the situation quickly and contribute to creating a safe environment for working toward resolution.</p> <p>Advocate: Promote and advocate for school systems and policies that are anti-racist.</p> <p>Create opportunities: Consider ways the curriculum and student support services create or limit possibilities for equitable, inclusive opportunities BIPOC students to succeed and fully engage. Share your insights and concerns with district leadership.</p> <p>Take action outside the district: Disrupt racism systems and policies in your place of work and in the broader community. Internally challenge biased hiring processes. Externally, support black-owned businesses. Hold white owned businesses accountable to addressing anti-racism. Donate to anti-racism causes.</p>

DEFINITIONS GUIDE

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Anti-racist: someone who takes intentional action to oppose racism and racist systems and structures.

Anti-racist school district: a school district that takes intentional action to dismantle racist behaviors, systems, policies and practices.

BIPOC: Black, Indigenous, People of Color

Cultural Intelligence (CQ): the capability to function and relate effectively in multicultural situations.

Cultural Intelligence (CQ) at Dallas ISD: the capability (skills) for Dallas ISD administrators, teachers and staff to effectively lead, teach and serve a diverse population of students and families, particularly African American students and other underrepresented groups.

Microaggression: subtle slights and snubs that devalue people

Racial Equity: the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.

Racism: An underlying belief in the superiority of one race over another and its right to dominate; Prejudice + Power.

Systemic Racism: Systems and structures that have procedures or processes that disadvantages African Americans and other underrepresented races.

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<p>Acknowledge: Be open and willing to acknowledge the long history of racism in the US and its continued existence today.</p> <p>Reflect: Take time to reflect on and assess the school's current state as it relates to racist practices and systems. Solicit feedback from the staff, students and external community by "checking in" throughout the academic year.</p> <p>Commit: Verbalize and demonstrate explicit commitment to the work at all levels of the district, especially at the leadership level.</p> <p>Recognize that diversity alone is not enough: Create opportunities for students to engage in diverse environments and also teach them the skills (cultural intelligence) necessary to learn and benefit from the diversity of others, especially Black, Indigenous, People of Color (BIPOC) students.</p> <p>Remind: Remind entire school community that everyone needs to commit to creating an anti-racist school community.</p>	<p>Listen: Initiate a campus listening tour to hear the thoughts and perspectives (especially BIPOC students) about race and racism on campus.</p> <p>Educate yourself: Read books and other resources on the topics of race and racism.</p> <p>Educate others: Require (and participate in) CQ/Anti-Racism and Unconscious Bias Training for all teachers, staff and students.</p> <p>Create: Create safe spaces for courageous conversations about race and racism.</p> <p>Adapt: Support teachers and staff in adjusting the curriculum and co-curricular activities to accommodate discussions about US history, race, systemic racism and the implications for today.</p> <p>Protect: When having conversations about racism never shame others or any cultural group. Demand respect for and protect the dignity of all students.</p>	<p>Plan: Develop a comprehensive DEI strategic plan that supports BIPOC and is inclusive of sustainable strategies to address systemic racism.</p> <p>Enhance: Increase the number of BIPOC staff and teachers</p> <p>Adjust your leadership style: Be ready to adjust your approach in response to cues (verbal and non-verbal) that suggest BIPOC families are not engaged or not participating in their children's education.</p> <p>Reflect on your behaviors and practices: Consciously monitor your tendencies to show biases toward any cultural group, particularly BIPOC, that could negatively influence your leadership and interaction with them.</p> <p>Build in Accountability: Intentionally communicate and demonstrate zero tolerance for racist words and actions by anyone in the district.</p> <p>Measure: As part of CQ training and ongoing professional development annually measure progress by having teachers and staff complete the pre/post and annual CQ Assessments.</p>	<p>Create an "If/Then" cheat sheet: Be prepared with culturally intelligent responses to potential student conflicts. "IF a student makes a racist comment, THEN I will respond ..."</p> <p>Intervene: Practice allyship when you observe a microaggression or racist action towards a BIPOC students, staff or teacher</p> <p>Be proactive: Don't let racial tensions linger. Engage the situation quickly and create a safe environment for working toward resolution.</p> <p>Be consistent: Don't create anti-racist policies and practices for certain underrepresented cultural groups and not for others.</p> <p>Create Opportunities: Consider ways district wide practices create or limits possibilities for equitable, inclusive opportunities BIPOC students to succeed and fully engage.</p> <p>Track success rates: Analyze data for evidence of unequitable opportunities for achievement, including barriers/benefits created for BIPOC students.</p>

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<p>Acknowledge: Be open and willing to acknowledge the long history of racism in the US and its continued existence today.</p> <p>Reflect: Take time to reflect on and assess your department or building's current state as it relates to racist practices and systems. Solicit feedback from students and families by "checking in" throughout the academic year.</p> <p>Commit: Verbalize and demonstrate explicit commitment to the work within your department and sphere of influence.</p> <p>Persist: Form a culturally intelligent DEI Advisory Council to support your building and the work of the REO.</p> <p>Recognize that diversity alone is not enough: Create opportunities for students to engage in diverse environments and also teach them the skills (cultural intelligence) necessary to learn and benefit from the diversity of others, especially Black Indigenous, People of Color (BIPOC) students.</p> <p>Remind: Remind students that everyone needs to commit to creating an anti-racist school community.</p>	<p>Learn: Participate in the CQ and Unconscious Bias trainings. Customize your CQ development plan to support creating anti-racist school community. Focus it on your area or department.</p> <p>Educate: Educate yourself beyond the CQ and Unconscious Bias trainings. Read books and other resources on the topics of race and racism.</p> <p>Create: Create safe spaces for courageous conversations with staff about race and racism.</p> <p>Protect: When having conversations about racism never shame your classmates or any cultural group. Demand respect for and protect the dignity of all students.</p> <p>Adapt: Adjust programming and services to accommodate diversity-themed content that further development of students' cultural intelligence about race and racism.</p>	<p>Plan: Develop a DEI strategic plan for your department or building that supports BIPOC and is inclusive of strategies to address systemic racism.</p> <p>Adjust your approach: Be ready to adjust your approach in response to cues (verbal and non-verbal) that suggest BIPOC students are not engaged or not participating in the learning or other support services.</p> <p>Reflect on your behaviors and cross-cultural interactions: Consciously monitor your tendencies to show biases toward any cultural group, especially BIPOC, that could negatively influence your interaction with them.</p> <p>Build in Accountability: Intentionally communicate and demonstrate zero tolerance for racist words and actions by anyone, including those in your department or building.</p>	<p>Create an "If/Then" cheat sheet: Be prepared with culturally intelligent responses to potential student conflicts. "IF a student makes a racist comment, THEN I will respond ..."</p> <p>Intervene: Practice allyship when you observe a microaggression or racist action towards a BIPOC student, staff or teacher</p> <p>Be proactive: Don't let racial tensions linger. Engage the situation quickly and create a safe environment for working toward resolution.</p> <p>Be consistent: Don't create anti-racist policies and practices for certain underrepresented cultural groups and not for others.</p> <p>Create Opportunities: Consider ways programming and services create or limit possibilities for equitable, inclusive opportunities BIPOC students to succeed and fully engage.</p> <p>Track success rates: Analyze specific building data for evidence of unequitable opportunities for achievement, including barriers/benefits created for BIPOC students.</p>

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<p>Acknowledge: Be open and willing to acknowledge the long history of racism in the US and its continued existence today.</p> <p>Persist: Engage in courageous and healthy conversations about race and racism at school with your teachers, staff and your peers.</p> <p>Recognize that diversity alone is not enough: Seek out opportunities to build cross-cultural relationships with other students. Develop the skills (cultural intelligence) necessary to learn and benefit from the diversity of others, especially Black, indigenous, People of Color (BIPOC).</p> <p>Remind: Remind your friends and peers that everyone needs to commit to creating an anti-racist school community.</p>	<p>Listen: Listen to the stories of those most affected by racism. Do some perspective taking and consider their lived experiences.</p> <p>Build: Build relationships and spend time with other students who think and look different from you.</p> <p>Educate: Educate yourself outside the classroom and school. Read books and other resources on the topics of race and racism. Share this information with your friends and family.</p> <p>Share: Share your personal stories of racism as a recipient or witness. Help others understand how real and close to home racism is.</p> <p>Protect: When having conversations about racism never shame your classmates or any cultural group. Demand respect for and protect the dignity of all students.</p> <p>Advocate: Advocate for more education on racism in the classroom and in co-curricular events.</p>	<p>Adjust your approach: Be ready to adjust your approach in response to cues (verbal and non-verbal) that suggest BIPOC students are not engaged or not participating in class or tgroup projects.</p> <p>Reflect on your behaviors and cross-cultural interactions: Consciously monitor your tendencies to show biases toward any cultural group, especially BIPOC students, that could negatively influence your interaction with them.</p> <p>Build in accountability: Intentionally communicate and demonstrate zero tolerance for racist words and actions by any of your classmates, friends or peers.</p> <p>Be Intentional: Create and plan for opportunities for you to develop relationships with students from other cultural groups and outside of school. Visit their home and invite them to yours.</p>	<p>Be proactive: Don't let racial tensions linger. Engage the situation, do your part to create a safe space to work towards a resolution.</p> <p>Intervene: Practice allyship when you observe a microaggression or racist action towards a BIPOC or any other students from an underrepresented cultural group.</p> <p>Advocate: Promote and advocate for systems and policies that are anti-racist.</p> <p>Create opportunities: Consider ways the curriculum creates or limits possibilities for equitable, inclusive opportunities BIPOC students to succeed and fully engage. Share your insights with district leadership.</p> <p>Stay engaged: If you make a mistake or misstep, don't allow fear to cause you to disengage. Learn from it and keep moving forward and using your voice.</p>

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<p>Acknowledge: Be open and willing to acknowledge the long history of racism in the US and its continued existence today.</p> <p>Establish rules of engagement: Demonstrate and then expect all students to respect and welcome diverse background and perspectives.</p> <p>Reflect: Take time to reflect on and assess your classroom as it relates to racist practices and systems. Solicit feedback from your students by “checking in” throughout the academic year.</p> <p>Commit: Verbalize and demonstrate explicit commitment to the work, especially in the classroom and at the beginning of the school year.</p> <p>Recognize that diversity alone is not enough: Create opportunities for students to engage in diverse environments. Teach them the skills (cultural intelligence) necessary to learn and benefit from the diversity of others, especially Black, indigenous, People of Color (BIPOC) students.</p> <p>Develop relationships: Develop your confidence by building relationships with your students and their families.</p>	<p>Learn: Participate in the CQ and Unconscious Bias trainings. Customize your personal development plan to support creating an anti-racist classroom.</p> <p>Educate: Educate yourself beyond the trainings. Read books and other resources on the topics of race and racism.</p> <p>Create: Create safe spaces for courageous conversations in the classroom about race and racism. Use it as an opportunity to develop students’ understanding of these issues. Give them opportunity to share their personal experiences with racism, either as a recipient or witness.</p> <p>Protect: When having conversations about racism never shame your classmates or any cultural group. Demand respect for and protect the dignity of all students.</p> <p>Adapt: Adjust the curriculum to accommodate classroom discussions about US history, race, systemic racism and the implications for today.</p> <p>Intervene: Develop diversity-themed content that supports further development of student’s CQ.</p>	<p>Strategize: Use the Cultural Values exercise (you will learn this in the CQ training) and map out the cultural values of your students.</p> <p>Plan: Inform your instruction and interactions with students based on their diversity and what you learn from the cultural mapping exercise.</p> <p>Adjust your approach: Be ready to adjust your approach in response to cues (verbal and non-verbal) that suggest BIPOC students are not engaged or not participating in the learning or co-curricular experience.</p> <p>Reflect on your behaviors and cross-cultural interactions: Consciously monitor your tendencies to show biases toward other cultural groups, especially BIPOC, that could negatively influence your interaction with them.</p> <p>Build in Accountability: Intentionally communicate and demonstrate zero tolerance for racist words and actions by anyone in your classroom.</p> <p>Measure: Consider including formal measures (rubrics) to evaluate students’ ability to consider diverse perspectives when completing assignments, projects, and presentations.</p>	<p>Create an “If/Then” cheat sheet: Be prepared with CQ responses to potential student conflicts. “If someone makes a racist comment or exhibits a racist behavior, THEN I will respond ...” Use racial incidents as teachable moments.</p> <p>Intervene: Practice allyship when you observe a microaggression or racist action towards students.</p> <p>Be proactive: Don’t let racial tensions in the classroom linger. Engage the situation quickly and create a safe environment for working toward resolution.</p> <p>Create opportunities: Consider ways the curriculum creates or limits possibilities for equitable, inclusive opportunities for BIPOC students to succeed and fully engage. Involve students and have them help develop anti-racist practices and policies.</p> <p>Track success rates: Analyze classroom data for evidence of unequitable opportunities for achievement, including barriers/benefits created for BIPOC students in your classroom.</p>

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CREATING AN ANTI-RACIST SCHOOL COMMUNITY

RECOMMENDED READINGS AND RESOURCES

For Dallas ISD Administrators, Teachers and Staff

Books

Everyday Antiracism: Getting Real about Race in Schools edited by Mica Pollock

How to use CQ to Create an Antiracist Organization blog by Dr. Sandra Upton (<https://culturalq.com/blog/using-cq-to-create-an-anti-racist-organization/>)

Leading with Cultural Intelligence by David Livermore

How To Be An Antiracist by Ibram X. Kendi

White Fragility by Robin DiAngelo

Stamped From the Beginning by Ibram X. Kendi

The Warmth of Other Suns: The Epic Story of America's Great Migration by Isabel Wilkerson

A Spectacular Secret: Lynching in American Life and Literature by Jacqueline Goldsby

The New Jim Crow: Mass Incarceration in the Age of Colorblindness by Michelle Alexander

So You Want to Talk About Race by Ijeoma Oluo

Biased by Dr. Jennifer Eberhardt

13 Children's Books About Race and Diversity

Teaching While White

Wilmington's Lie: The Murderous Coup of 1898 and the Rise of White Supremacy by David Zucchino

Raising White Kids: Bringing Up Children In A Racially Unjust America by Jennifer Harvey

Waking Up White by Debby Irving

Citizen: An American Lyric by Claudia Rankine

I'm Still Here: Black Dignity in a World Made for Whiteness by Austin Channing Brown

Me and White Supremacy by Layla F. Saad

Between the World and Me by Ta-Nehisi Coates

The Underground Railroad by Colson Whitehead

My Grandmother's Hands: Racialized Trauma and the Pathway to Mending Our Hearts and Bodies by Resmaa Menakem

Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do by Claude M. Steele

Uprooting Racism by Paul Kivel

Diversity, Inc.: The Failed Promise of a Billion-Dollar Business by Pamela Newkirk

The Little Book of Race and Restorative Justice by Fania Davis

Race for Profit by Keeanga-Yamahtta Taylor

The Hidden Cost of Being African American: How Wealth Perpetuates Inequality by Thomas M. Shapiro
The Color of Money: Black Banks and the Racial Wealth Gap by Mehrsa Baradaran
The Strange Career of Jim Crow by C. Vann Woodward (Martin Luther King Jr. called this “the historical bible of the Civil Rights movement.)
Nobody: Casualties of America’s War on the Vulnerable, from Ferguson to Flint and Beyond by Marc Lamont Hill
Stony the Road: Reconstruction, White Supremacy, and the Rise of Jim Crow by Henry Louis Gates Jr.
Homegoing by Yaa Gyasi
The Yellow House by Sarah M. Broom
When Affirmative Action Was White by Ira Katznelson

Podcasts

My podcast episode with Jamie Foxx, Michael B. Jordan, and Bryan Stevenson about Just Mercy
Still Processing, a New York Times culture podcast with Jenna Wortham and Wesley Morrison
Seeing White, a Scene on the Radio podcast
Code Switch, an NPR podcast tackling race from all angles
Jemele Hill is Unbothered, a podcast with award-winning journalist Jemele Hill
Hear To Slay, “the black feminist podcast of your dreams,” with Roxane Gay and Tressie McMillan Cottom
Pod Save The People, organizer and activist DeRay Mckesson explores news, culture, social justice, and politics with analysis from fellow activists
Brittany Packnett, Sam Sinyangwe, and writer Dr. Clint Smith III
The Appeal, a podcast on criminal justice reform hosted by Adam Johnson
Justice In America, a podcast by Josie Duffy Rice and Clint Smith on criminal justice reform
Brené Brown with Ibram X. Kendi, a podcast episode on antiracism
Come Through, a WNYC podcast with Rebecca Carroll
The Kinswomen, conversations on race, racism, and allyship between women, hosted by Hannah Pechter and Yseult Polfliet

For Dallas ISD Students

Books

“Talking About Race.” Helpful resources from the National Museum of African American History & Culture.
Genesis Begins Again by Alicia D. Williams
Dear Martin by Nic Stone
Stella by Starlight by Sharon M. Draper
Anything by Angie Thomas.
The Colors Of Us by Karen Katz
Skin Again by Bell Hooks
Let’s Talk About Race by Julius Lester
All American Boys by Jason Reynolds and Brendan Kiely
Stamped: Racism, Antiracism, and You by Jason Reynolds and Ibram X. Kendi
Monster by Walter Dean Myers

This Promise of Change by Jo Allen Boyce and Debbie Levy

Intersection Allies: We Make Room for All by Chelsea Johnson, LaToya Council, Carolyn Choi

Movies

The Hate U Give, a film based on the YA novel offering an intimate portrait of race in America

Becoming, a Netflix documentary following Michelle Obama on her book tour

Dear White People, a Netflix series about being black at a predominantly white college

Hidden Figures, a film about the brilliant African American women of NASA

Remember the Titans, story of a newly-integrated football team

These 26 New York Times mini-films for students

For Dallas ISD Parents and Families

*See list for Dallas ISD Administrators, Teachers and Staff

In addition, here are resources for talking with your small children about race and racism

Talking About Race (From the National Museum of African American History and Culture)

Talking Race With Young Children (From NPR)

How White Parents Can Use Media to Raise Anti-Racist Kids (From Common Sense Media)

Racism and Violence: Using Your Power as a Parent to Support Children Aged Two to Five (From ZERO TO THREE)

10 Tips for Teaching and Talking to Kids About Race (From EmbraceRace)

Talking to Children About Racial Bias (From HealthyChildren.org)

Coretta Scott King Book Award Winners: books for children and young adults

31 Children's books to support conversations on race, racism and resistance

PBS's Teaching Your Child About Black History Month

Your Kids Aren't Too Young to Talk About Race: Resource Roundup from Pretty Good

Raising White Kids NPR interview

13 Children's Books About Race and Diversity

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