Re: [edliberation] Anti-racism professional development

show details 12:09 PM (1 hour ago) [12.01.2008]

Reply

Sarah – you’d think that, given the racial composition of most inner-city public schools (in Boston it’s 86% people of color) compared w/ that of the instructional staff (65% white up here), schools of ed and teachers’ unions would recognized the necessity for some kind of anti-racist training for teachers and administrators. unfortunately, this particular area of professional development is too often either ignored outright, or submerged in something called “diversity training” — which is emphatically, not the same thing!

an old Chinese proverbs says that “wisdom begins by calling things by their proper name.” the problem w/ many models of anti-racist training is in the way the problem is defined — “race relations,” “diversity and inclusion,” “anti-racism,” or… obviously, each problem-definition is buttressed by distinct theory of causation and offers a unique prescription for change/mediation. the major theoretical/practical division is drawn btw approaches that emphasize changing individual behaviors (therapy, education, legal sanctions) or changing the institutional environment (relations-of-power, structural disparities, etc.).

today, some 40-years after the death of MLK, racial disparity no longer requires an explicit legal framework (“Jim Crow”), or the deliberate individual/group animus to produce racist outcomes. on the contrary, structural racism has been decribed as “colorblind racism,” or “racism w/o racists.” NCBL is often cited of a prime example of an ostensibly race-neutral policy producing a racist outcome. http://www.civilrightsproject.ucla.edu/news/pressreleases/nclb\_report06.php

at any rate, to return to your initial query, following are materials that might help to further refine your study categories:

“Training for Racial Equity & Inclusion,” published by the Aspen Institute in 2002, is a guide to the almost bewildering array of programs offering antiracist training; the culmination of a 10-year research project, this guide not only lists organizations providing training/assistance, but examines the theories that undergird their work. http://www.aspeninstitute.org/atf/cf/%7BDEB6F227-659B-4EC8-8F84-8DF23CA704F5%7D/TRAINING.PDF

Chapter One focuses specifically on the People’s Institute for Survival & Beyond, the group i am most familiar w/ (having attended 3 weekend trainings over the last 4-years). http://www.antiracistalliance.com/CH-1-aspen2002TRAINING.pdf

the singular feature of PISAB’s theory/practice involves an action-research analysis of racism-as-relations-of-power, as opposed to merely bad attitudes or selfish ignorance; a marked departure from adherents to the many diversity-based approaches. check out their website and training calendar for offerings in your area.

“Race Matters Resource Page,” http://www.nmvoices.org/attachments/racemattersresources.pdf

CASSW – AR Training & Materials Project, http://www.mun.ca/cassw-ar/themes/race/antiracism/

Patti DeRosa, an old friend and principal of Changeworks Consulting in Randolph MA, has produced two brief and very useful papers contrasting diversity and anti-racist training models. http://www.changeworksconsulting.org/Div.Approaches-11.21.0.pdf

http://www.changeworksconsulting.org/The%2010%20Cs-2002.pdf

hope this is helpful. — tdp

Ty dePass, Boston

it ain't what we don't know that hurts us...it's what we do know, that ain't so...

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