

WALKING THE TALK ABOUT RACE

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A BOARD AS CHANGE AGENT

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VALERIE HENNING-PIEDMONTE, ED. D.

## FROM OATH TO ACTION

I do so solemnly swear, (or affirm), that I will support the Constitution of the United States and the Constitution of the State of New York, and that I will faithfully discharge the duties of the office of school board member according to the best of my ability.

*The Hastings-on-Hudson Board directed the District to develop and articulate a clear vision for diversity and inclusion to include ethnic, racial, religious, gender, ability and/or health status, sexual-orientation, and socioeconomic diversity.*

# IT TAKES A VILLAGE TO TALK

## ADDRESS RACE

- A District based Diversity Committee was established in 1999 to bring stakeholders together across the schools to solve issues and problems associated with changing demographics in Hastings.
- RISE (Racial Inclusion and Social Equity)--community members came together to focus on racial, social, and economic justice.
- Race Matters--teachers and administrators came together across the District to work on matters of race.

ESTABLISHMENT OF COURAGEOUS CONVERSATIONS:  
A COURSE FOR FARRAGUT MIDDLE SCHOOL STUDENTS

## Goals for learners:

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- Understand that racism exists in many different arenas and capacities.
- Understand that biases are often not obvious or immediately present on the surface.
- Learn key racial literacy vocabulary.
- Learn conversational strategies to discuss racism.
- Learn tools to challenge topics.
- Learn strategies to deconstruct canned, racial narratives and acquire counternarratives that provide perspectives that have been silenced.

# THREE YEAR RACIAL LITERACY CURRICULUM

## 6th Grade Topics:

- Identities and Labels
- Color Blindness
- What is race?
- What is racism?
- Privilege, Supremacy, and Allyship
- Immigration
- Stereotypes and Visibility
- Symbols of Hate and Racism

## 7th and Topics:

- Exploring Identities
- Implicit Bias / Unconscious Bias
- Blind Spots / Microaggressions
- Allyship
- #Own Voices Movement / Single Stories / Stereotypes
- Beauty Standards
- Holidays / Cultural Appropriation
- Monuments and History
- Institutional Racism and Boundaries

## 8th Grade Topics:

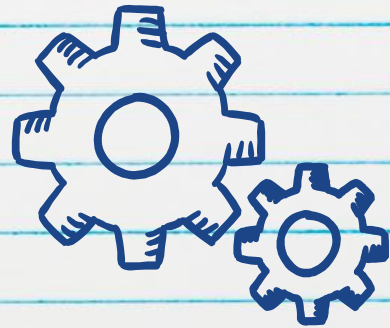
- Upstander / Allyship
- Group Dynamics
- Immigration today
- Intersectionality
- The "N" Word
- Action Research Project

# Words of Wisdom from 8th Graders



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*“The Courageous Conversations course educates us so we are informed about our perceptions when it comes to racism.”*

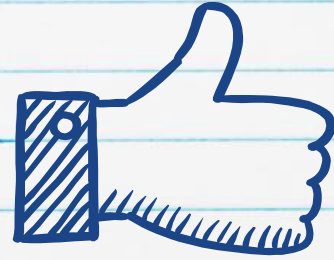


"We need to be educated about race so that we know our blind spots and can go out and change the world."



"It is not easy to talk about racism. It is deeply ingrained into our ideology through microaggressions and stereotypes".





*“Communicating with others about racism promotes awareness and change”.*

“When I am a freshman, I will come in contact with more students outside of Hastings and I’ll know when I see racism and can stand up against it”.



# OUR COORDINATOR OF DIVERSITY AND INCLUSION JENICE MATEO-TOLEDO



# THERE IS ALWAYS MORE TO DO

## Student Affinity Groups

2019--High School

The purpose is for students of color to come together to focus on how to survive in environments with widespread casual racism.

2020--Middle School

Affinity Group

2021-22--Elementary

Affinity Group

## Sparks--Courageous

Conversations for

Elementary Children

Examine, identify, intent versus impact, stereotypes, race, racism and interrogating bias.


## Time to Talk About

Racism and Social

Justice

Monthly conversations for middle and high school students to have a place to talk about what's happening around them.



*White Fragility Book*   
 Study: Why it's so hard for  
 white people to talk about  
 racism by Robin DiAngelo

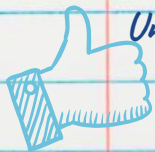
*High School Book*  
 Study on Stamped  
 From the Beginning by  
 Ibram X. Kendi

*Integration of the  
 NYSED Culturally  
 Responsive-Sustaining  
 Education Framework*

*K-12 Racial Literacy*  
 Learning with Dr.  
 Detra Price-Dennis  
 Teachers College, Columbia  
 University

*Multicultural Book Fair*   
 And  
 Diversity Committee  
 Adult Tool Kit

*Student Focus Groups*  
 Hasting Police Reform  
 and Reinvention Task  
 Force





“What the best and wisest parent wants for his own child, that must the community want for all of its children. Any other ideal for our schools is narrow and unlovely; acted upon, it destroys our democracy”.

John Dewey, 19th century Philosopher

A special thanks to the Hastings-on-Hudson Board of Education for your dedication and service to all children, families, faculty, and staff of Hastings.

- Lauren Berman, President
- Silvia Robles, Vice President
- Alison Andrus
- Jeremy Arnon
- Jeremy Galland
- Jodie Meyer
- Doug Sundheim

