

LENS: RACISM

Analyze systems of oppression through a lens that places race & racism at the center; consistently re-evaluate systemic, institutional, internal impacts



INTERACTION: ROLES

Acknowledge individual positionality regarding privilege/marginalization; operate in affinity & multi-racial spaces using clear protocols for harm reduction

STRUCTURE: CRITICAL PROFESSIONAL DEVELOPMENT

Work in a non-hierarchical collaborative that compensates people for their time;
Consistently evaluate and re-evaluate systems, structures, and use of roles for mediation;
Collectively identify and address issues in the school, developing interventions that are supported by administration;
Over time, engage other stakeholders in this process, fostering a more equitable strategy for long-term anti-racist work

INTERACTION: INTERSECTIONALITY

Maintain awareness and dialogue about intersecting identities and subsequent privileges/marginalization; Address intersecting systems (all of the wires in the cage)

LENS: TARGETED UNIVERSALISM

Approach change by identifying targeted approaches for people most affected that will ripple outwards to impact the full system