## Racism Scale Reflection

*Capacity-Building Protocol designed by Partners in School Innovation so you can work with your teams and/or staff to scaffold reflection of systemic oppression using the racism scale.*

### PROTOCOL

<table>
<thead>
<tr>
<th>TIME</th>
<th>DETAILS</th>
<th>Materials</th>
</tr>
</thead>
</table>
| 10 min | **Educational Equity Introduction**  
  - As an introduction, share the quote on slide #  
  - Explain that you want each person to find:  
    ○ 3 points where you see your organization show up on the scale  
    ○ 2 points where you show up more often  
    ○ 2 points where you want to be by the end of the year  
  - Explain that the reflection is mean to scaffold our reflection on systemic oppression | Slide |
| 30 min | **Racism Scale Reflection  Synthesizing Protocol: 30 min**  
  - Group dynamics:  
    ○ Whole Staff: Organize teams that consist of 4 or more people (content area department teams or grade-level teams). If the teams are not at least 4 people, have them combine with another small team.  
  - Explain the steps to participants: 5 min  
    1. Individually locate: 5 min  
      ◆ 3 points where you see your organization show up on the scale  
      ◆ 2 points where you show up more often  
      ◆ 2 points where you want to be by the end of the year  
    2. Pairs: 5 min  
      ◆ Did anything surprise you?  
      ◆ Why did you select certain points?  
      ◆ What have you seen contribute to your own or other’s movement on the scale?  
      ◆ This activity and your reflection on concepts like “stereotype threat” and “implicit bias”  
    3. Teams: 10 min  
      ◆ In Teams (table) groups discuss:  
        This activity, and your reflection on concepts like “stereotype threat” and “implicit bias” |