Bridge Conference 2019: Looking Back, Looking Forward

Critical Race Theory (CRT) in Education: An Intro to Transformative Leadership

Oct. 28, 2019 | Hyatt Regency Lake Washington at Seattle's Southport

Facilitator:
Marion Smith Jr., EdD
Before we begin
ENGAGE | EDUCATE | EMPOWER
Who’s in the room?

• 1 phrase about why you are here today

OR

• 1 word or phrase that comes to mind when you think of Race or Racism
Race relations in the United States IS / IS NOT like this picture because...
Today’s Learning
Awareness to Action

Colorblindness to Anti-Racist Practices
1. What may I need to *learn*, *unlearn* or *relearn*?

2. **Think** Differently  
**Engage** Differently  
**Act** Differently
FRAMING OUR CONTEXT
WE'RE HERE TO MAKE GOOD THINGS HAPPEN FOR OTHER PEOPLE.
“Imagine that upon your arrival at an airline ticket counter, you are told that only 65 percent of the flights to your intended destination actually even arrive. The remainder crash en route. And, if you are a child of color, or poor, you are required to fly on special, poorly maintained planes—of which only 35 percent make it. Sounds crazy, right? But this is exactly the deal that, as a nation, we are serving up daily to millions of children in thousands of our public schools.”

from Crash Course by Chris Whittle
WHY?

Source: OSPI State Report Card, 2017
• **Schooling vs. Education**

*Image Credit: Dr. Duncan-Andrade, RaiseUpProject.org*
Holding Space
Develop and/or deepen the habits of mind and practices critical to disrupt and dismantle inequitable systems, policies and practices so all student achieve.
“Voce nao pode oferecer o que voce nao tem.”
• Equity “Lens”

• Equity “Lasik”

Image Credit: Shutterstock.com
Introduction to Critical Race Theory

• CRT is a framework used to examine and challenge the ways race, law and racism explicitly shape social structures, practices, and discourses.

• Rather than focus on explicit acts or incidents of racism, CRT scholars instead focus on the subtle, hidden, and insidious forms that operate at a deeper, more systemic level. By focusing on the hidden and everyday forms of racism, CRT posits that racism has never waned; it has merely assumed a normality, and thus an invisibility, in our daily lives.

(López & López, 2010)
Unifying Understandings

Understand how White Supremacy has been created to maintain oppression of people of color.

Change the bond that exists between race, law and power.
## Critical Race Theory (CRT) Tenets | (Re)Calibrating My Understanding

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Racism is endemic to and permanent within American society given the history of racism in the US.

Race is a social construct; however, its effects and racism are real.

Image Credit: Safehouse Progressive Alliance for Nonviolence, 2005
NAME THE COUNTRY BUILT ON

THE GENOCIDE OF ONE RACE & THE ENSLAVEMENT OF ANOTHER & THE THEFT OF ANOTHERS LANDS
The history and past of the United States bares witness to a Truth that can never be erased.
Whiteness as Property

• Ideas, practices and policies that uphold that white skin and identity are economically valuable and whose value the law recognizes and protects

• The white skin color that some possess is like owning a piece of property. It grants access, privileges, rights, etc. to the owner that a renter (or a person of color) would not be afforded.

• “property is nothing but the basis of expectation”; white privilege became a protected expectation

• The absolute right to exclude

(Harris, 1993)
44 of 45 U.S. presidents have been White men, 97.77 percent.
90 of 100 U.S. senators are White, 90 percent.
339 of the 435 members of Congress are White, 77.93 percent.
47 of 50 governors are White, 94 percent.
83 percent of college presidents are White.
75 percent of college professors are White.
82 percent of teachers are White.
80 percent of school principals are White.
63.4 percent of students enrolled at public flagship institutions are White.
64 percent of bachelor’s degrees in 2014-15 were awarded to White students.

*Source: The Education Trust, 2017*
“…maybe the problem is not those who are different than the norm, maybe the problem is the norm itself.”
Counter Storytelling

Society constructs the social world through a series of tacit agreements mediated by images, pictures, tales and scripts.

• “A method of telling the stories of those people whose experiences are often omitted and/or distorted” (Solorzano & Yosso, 2002)

• “Writing that aims to cast doubt on the validity of accepted premises or myths, especially those held by the majority.” (Delgado & Stefancic, 2001).
Interest Convergence

• The interests of Blacks (and people of color) will be tolerated only when that converges with the interests of Whites who are in positions of power/authority (Bell, 2004).

• “Silent Covenants”

Image Credit: Movie, “Friday Night Lights”
Critique of Liberalism

- Challenges Neutrality of the Law

- Social transformation requires sweeping shifts vs. the liberal incremental change approach

- Race-conscious vs. colorblind remedies

Image Credit: dukepress.edu
Call to Action

• “I will…”

• “My first priority to move this forward…”

• “I will be held accountable for…”

Image Credit: Shutterstock.com
Interested in an in-depth exploration of CRT?

Join Educate to Liberate Consulting for a three-part, experiential learning series where you will learn and apply the R.E.A.L. (Racial Equity Adaptive Leadership) Framework as an entry point to engage, to educate, and to empower. You will examine and challenge racial, white supremacy, and power within an educational context and incorporate Critical Race Theory (CRT) concepts to identify a core racial equity challenge in your work and create a high-leverage “call to action” next steps.

As a result of this experiential learning, participants will:
- Engage in strategies and processes to learn, unlearn, and reframe work of equity, social change, and revolution to transformation
- Interrogate how to identify a core racial equity challenge in their work
- Develop skills and knowledge in the use of systems thinking concepts and adaptive leadership strategies to analyze systemic issues and identify high leverage interventions.

Date: January 26-31, 2020 (3 Days)
Time: 9:00am-3:00pm
Location: Tukwila Community Center
12624 62nd Avenue
Tukwila, WA 98168 (10 Miles south of Seattle, WA)
Cost: $500.00 for all 3 days; includes lunch and resource learning guide

Registration:

Founder & Facilitators: Marion Smith, Jr.; Nikum Pon, PhD
Contact for more information:
Marion@ed2liberate.com

Save the Date!
We are the leaders we’ve been waiting for

Not everything that is faced can be changed, but nothing can be changed until it is faced.

James Baldwin

www.thequotes.in