



White Fragility Robin DiAngelo

- “If your definition of a racist is someone who holds conscious dislike of people because of race, then I agree that it is offensive for me to suggest that you are racist when I don’t know you. I also agree that if this is your definition of racism, and you are against racism, then you are not racist. Now breathe. I am not using this definition of racism, and I am not saying you are immoral. If you can remain open as I lay out my argument, it should soon begin to make sense.”
- “The most effective adaptation of racism over time is the idea that racism is conscious bias held by mean people. This good/bad binary positing a world of evil racists and compassionate non-racists, is itself a racist construct, eluding systemic injustice and imbuing racism with such shattering moral meaning that white people, especially progressives, cannot bear to face their collusion in it.”

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Some Hard Truths

- Acknowledging that we all in some way are complicit or contribute to the realities of racism in our system does not mean that we are bad people. It just means that we are all flawed, works-in-progress, beautiful human beings.
- We are all products of the society in which we live, the families in which we were raised, the education system we grew up in, and the experiences we have had.
- It is VERY difficult to talk about racism. The "R" word stirs up troubling, possibly guilt-inducing, defensive, embarrassing, and awkward feelings. That discomfort, if we are willing to sit with it, examine it, and challenge it, leads to learning.
- We need to do the work and engage in the learning to move past the discomfort into being actively ANTI-RACIST.

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Wayi Wah! Jo Chrona

- “I am racist. Growing up white in a colonial society, it seems as though every initial thought I have, no matter how well educated I am, contains racism and judgment. Whether I like to admit it or not, this has absolutely influenced my teaching and how I operate in society. The more I learn about Indigenous knowledge, the more I understand how wrong my initial thinking can be. I used to feel a lot of guilt when I had these thoughts. Today, through a lot of self work, I have realized that I am not my thoughts and I can notice them, get curious about where they’re coming from, and challenge them with the knowledge I have and will continue to develop. Today, I know that no growth comes from guilt. For me, growth comes from a willingness to learn and be open and honest with myself and others—which I am committed to doing, especially on hard, uncomfortable days. ” Lauren N., an educator quoted in *Wayi Wah!*

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Why are we talking about this NOW?



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K-12 Anti-Racism Action Plan

- Philosophical underpinnings of the Action Plan
- NOT a finished, polished plan – just the beginning
- Multi-year framework
- The Action Plan outlines the first few years of a commitment to dismantle systemic racism in our education system
- In Canada’s commitment to Reconciliation, there is a conscious effort to use the term IBPOC instead of BIPOC to prioritize the experiences of Indigenous peoples. There is certainly racism experienced by Black Canadians, but the experience is different than in the United States.

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Vision

B.C. students achieve their full potential in an education environment that is equitable, free of racism and systemic barriers, and where all students, staff, and families feel welcome, safe, respected, and valued.

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Appendix - Action Plan Timelines

<i>Element</i>	<i>Action</i>	<i>Timeline</i>
Community Voice	Annual Minister's Community Roundtable	Annual
	Minister's Youth Dialogue Series	Annual
Removing Barriers	Anti-racism in district plans	2022/23 and 2023/24
	Parent Engagement Plan	2021/22 and 2022/23
Raising Awareness	Inclusion Calendar	2021/22 and 2022/23
	BC Lions Youth Engagement	2021/22 to 2023/24
Collaborative Change	Education Partner Collaborative	Ongoing
	Educator Network	2021/22 – Phase 1 Ongoing expansion
Capacity Building	Recruitment & Retention Strategy	TBD
	Anti-Racism Training (for everyone)	2022/23
School Support	Incident Response Guidelines & Resource Guide	2022/23
	Curriculum Resources	2022/23

Anti-Racism: A Guide for Teachers

- Similar structure to the Supporting Student Health Guides recently released
- Connects anti-racism work in our schools/classrooms to both the Core Competencies and Curricular Competencies in a learning continuum
- Includes posters that schools can put up (they include recommended ages)
- Detailed ideas for how to embed anti-racism work into every subject area at every age
- FNEC is also working on a guide specifically to address Indigenous-specific anti-racism work (in progress)

Examples of Core Competencies

Core Competency	Anti-racist Dispositions
Creative, Critical and Reflective Thinking	- Understanding that inequity looks different in diverse contexts - Generating systemic solutions to situations of racial inequity and injustice - Developing action plans to address racial inequity and injustice - Reflecting on and building awareness of privilege, identity, and positionality - Developing a mindset of cultural humility - Questioning and considering biases and assumptions - Reflecting on and assessing actions for justice - Questioning and considering fairness, equity, and justice - Challenging and decentring colonial structures, knowledge systems and hierarchies, and dominant cultural narratives through questioning and critical thinking (e.g., knowledge systems and worldviews, text and media, systems and structures, curricular content)

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Examples of Curricular Competencies

Primary/Elementary (K-5)			
Grade Level	Area of Learning	Curricular Competency	Applying an anti-racist lens through inquiry
K	PHE	Develop and demonstrate respectful behaviour when participating in activities with others.	How do we learn and play with others, even when we aren't friends with them?
K	Science	Express and reflect on personal experiences of place	What places are you and your family connected to?
1	ADST	Reflect on their ability to work effectively both as individuals and collaboratively in a group	How do we learn and play with others, even when we aren't friends with them?
1	Science	Recognize First Peoples stories (including oral and written narratives) , songs, and art, as ways to share knowledge.	What are the different ways people share knowledge?

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Examples of Curricular Competencies

Intermediate/Middle (6-7)			
Grade Level	Area of Learning	Curricular Competency	Applying an anti-racist lens through inquiry
6	ADST	Identify the personal, social, and environmental impacts, including unintended negative consequences, of the choices they make about technology use.	How might something that is considered having a positive impact for one group of people simultaneously have a negative impact for other groups of people?
6	Science	Identify some of the assumptions in secondary sources	What kinds of cultural bias might affect secondary sources?

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Examples of Curricular Competencies

Secondary (9-12)			
Grade Level	Area of Learning	Curricular Competency	Applying an anti-racist lens through inquiry
9	Arts Education	Interpret how symbols are used through the arts	How are symbols used to support anti-racism movements?
9	Social Studies	Compare and contrast continuities and changes for different groups at the same time period.	What is the relationship between the colonization of Canada and the intergenerational impacts of Residential Schools?
10	Dance Choreography	Reflect on the influences of social, cultural, historical, political, and personal context on dance.	How is dance used in different cultures to convey diverse cultural perspectives, struggles and triumphs over time?
10	English Language Arts	Respectfully exchange ideas and viewpoints from diverse perspectives to build shared understanding and extend thinking	How do we learn to understand perspectives that are different from our own?

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Posters

- There are 9 posters in the series
- Each is accompanied by:
 - Conversation starters
 - Suggested grade levels
 - Connected Core Competency
 - Classroom Considerations



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Other Moving Pieces to Be Aware of

- Erase Racism: <https://www2.gov.bc.ca/gov/content/erase/racism>
- Anti-Racism Learning Project Resources: <https://focusedresources.ca/en/anti-racism-learning-resources-project>
- Anti-Racism Data Act: <https://engage.gov.bc.ca/antiracism>
- Learning for Justice: teacher and classroom resources and workshops for educators: <https://www.learningforjustice.org/>
- BC Curriculum - Making Space: Teaching for Diversity and Social Justice Throughout the K-12 Curriculum
https://www.bced.gov.bc.ca/irp/pdfs/making_space/makingSpace_full.pdf