

Courageous Conversations About Race A Field Guide For Achieving Equity In Schools Glenn E Singleton

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[Closing the Achievement Gap in America's Classrooms](#) Createspace Independent Publishing Platform

Designed to complement the best-selling 'Courageous Conversations About Race', this facilitator's guide shows how to use professional development events to help educational leaders examine the achievement gap through the prism of race.

[A Field Guide for Developing Race Consciousness](#) Corwin Press

'Why are you making this about race?' This question is repeated daily in public and in the media. Calling someone racist in these times of mounting white supremacy seems to be a worse insult than racism itself. In our supposedly post-racial society, surely it's time to stop talking about race? This powerful refutation is a call to notice not just when and how race still matters but when, how and why it is said not to matter. Race critical scholar Alana Lentin argues that society is in urgent need of developing the skills of racial literacy, by jettisoning the idea that race is something and unveiling what race does as a key technology of modern rule, hidden in plain sight. Weaving together international examples, she eviscerates misconceptions such as reverse racism and the newfound acceptability of 'race realism', bursts the 'I'm not racist, but' justification, complicates the common criticisms of identity politics and warns against using concerns about antisemitism as a proxy for antiracism. Dominant voices in society suggest we are talking too much about race. Lentin shows why we actually need to talk about it more and how in doing so we can act to make it matter less.

Courageous Conversations About Race University of Michigan Press

In *Unconscious Bias in Schools*, two seasoned educators describe the phenomenon of unconscious racial bias and how it negatively affects the work of educators and students in schools. "Regardless of the amount of effort, time, and resources education leaders put into improving the academic achievement of students of color," the authors write, "if unconscious racial bias is overlooked, improvement efforts may never achieve their highest potential." In order to address this bias, the authors argue, educators must first be aware of the racialized context in which we live. Through personal anecdotes and real-life scenarios, *Unconscious Bias in Schools* provides education leaders with an essential roadmap for addressing these issues directly. The authors draw on the literature on change management, leadership, critical race theory, and racial identity development, as well as the growing research on unconscious bias in a variety of fields, to provide guidance for creating the conditions necessary to do this work—awareness, trust, and a "learner's stance." Benson and Fiarman also outline specific steps toward normalizing conversations about race; reducing the influence of bias on decision-making; building empathic relationships; and developing a system of accountability. All too often, conversations about race become mired in questions of attitude or intention—"But I'm not a racist!" This book shows how information about unconscious bias can help shift conversations among educators to a more productive, collegial approach that has the potential to disrupt the patterns of perception that perpetuate racism and institutional injustice. Tracey A. Benson is an assistant professor of educational leadership at the University of North Carolina at Charlotte. Sarah E. Fiarman is the director of leadership development for EL Education, and a former public school teacher, principal, and lecturer at Harvard Graduate School of Education.

[Speaking Up Without Getting Shut Down](#) Chronicle Books

Examining the achievement gap through the prism of race, this comprehensive text explains the need for candid, courageous conversations about race so that educators may understand why performance inequity persists, and learn how they can develop a curriculum that promotes true academic parity. To help guide policy analysis and instructional reform, the authors present a systemwide plan for transforming schools and districts. Only when educators have established both a language and a process for addressing the intersection of race and achievement will they be able to restructure their schools in ways which improve student performance and fulfill the promise that every child has a right to learn regardless of their race, culture, or class. Book jacket.

34 Conversations in a Time of Crisis Corwin Press

The New York Times best-selling book exploring the counterproductive reactions white people have when their assumptions about race are challenged, and how these reactions maintain racial inequality. In this "vital, necessary, and beautiful book" (Michael Eric Dyson), antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility and "allows us to understand racism as a practice not restricted to 'bad people' (Claudia Rankine). Referring to the defensive moves that white people make when challenged racially, white fragility is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialogue. In this in-depth exploration, DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively.

Equity 101: Culture Corwin

Facilitating conversations about race often involves tension, as both the facilitators and participants bring emotional experiences and their deeply held values and beliefs into the room. *Diversity, Equity and Inclusion: Strategies for Facilitating Conversations on Race* guides facilitators through a process of becoming comfortable with the discomfort in leading conversations about racism, privilege and power. This book walks you through the important steps to create a foundation where participants feel brave enough to take risks and share their stories and perspectives. It guides you through strategies for engaging participants in courageous conversations with one another in ways that don't shame and blame people into understanding. This book is a useful tool for individuals, organizations and college professors who are interested in learning techniques for guiding their audience through dialogue whereby they become open to listening to one another for understanding rather than holding on to old beliefs and maintaining a posture of defense. Readers will learn how the dynamics of race show up in cross-cultural spaces, including the unique challenges faced by facilitators of color and white facilitators. In addition, we explore how to identify and counter white privilege in the dialogue between participants. Both novice and experienced facilitators will learn helpful strategies for leading conversation that result in people recognizing their role as change agents in ending oppression."

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[The Conversation](#) Oxford University Press

Increase your racial equity capacity for transformational change The years 2020 - 2021 will be remembered for COVID-19 and racial injustice. COVID illuminated long-standing structural inequities. Increased media focus on police brutality helped fuel a protest movement that underscored the urgency of the moment. In schools, non-profits, and various business sectors, conversations about race and institutional racism are becoming increasingly common. However, most of these conversations are performative and do little to disrupt the status quo. The authors of *Humanity Over Comfort* aim to move beyond the transactional response of using only conversations to respond to structural inequalities. Alternatively, the authors advance tools that promote transformational change that eliminates the access and opportunity gaps for Black and Brown individuals. Written to cultivate awareness that increases racial equity capacity, this book will help readers Understand historical context and the influence of racism in shaping reality Engage in reflections that connect learning to personal experience Understand the Conscious Anti-Racist Engendering Framework (CARE), which draws from adult learning theory to build community in organizations Leverage one's span of control to implement practices that incrementally work to dismantle systems of oppressions Direct their increased capacity towards dismantling racially predictable policies and practices Transactional responses to racism perpetuate marginalizing narratives and outcomes and do little to support the humanity of a community, including White members. This book will guide readers towards transformational change to build a system that supports the restoration of our collective humanity.

[A Field Guide for Achieving Equity in Schools](#) Corwin Press

Do you feel prepared to initiate and facilitate meaningful, productive dialogues about race in your classroom? Are you looking for practical strategies to engage with your students? Inspired by Frederick Douglass's abolitionist call to action, "it is not light that is needed, but fire" Matthew Kay has spent his career learning how to lead students through the most difficult race conversations. Kay not only makes the case that high school classrooms are one of the best places to have those conversations, but he also offers a method for getting them right, providing candid guidance on: How to recognize the difference between meaningful and inconsequential race conversations. How to build conversational "safe spaces," not merely declare them. How to infuse race conversations with urgency and purpose. How to thrive in the face of unexpected challenges. How administrators might equip teachers to thoughtfully engage in these conversations. With the right blend of reflection and humility, Kay asserts, teachers can make school one of the best venues for young people to discuss race.

[How to Lead Meaningful Race Conversations in the Classroom](#) University of Virginia Press

A FINANCIAL TIMES BEST BOOK OF THE YEAR * An essential tool for individuals, organizations, and communities of all sizes to jump-start dialogue on racism and bias and to transform well-intentioned statements on diversity into concrete actions--from a leading Harvard social psychologist. FINALIST FOR THE FINANCIAL TIMES AND MCKINSEY BUSINESS BOOK OF THE YEAR AWARD * LONGLISTED FOR THE PORCHLIGHT BUSINESS BOOK AWARD "Livingston has made the important and challenging task of addressing systemic racism within an organization approachable and achievable."--Alex Timm, co-founder and CEO, Root Insurance Company How can I become part of the solution? In the wake of the social unrest of 2020 and growing calls for racial justice, many business leaders and ordinary citizens are asking that very question. This book provides a compass for all those seeking to begin the work of anti-racism. In *The Conversation*, Robert Livingston addresses three simple but profound questions: What is racism? Why should everyone be more concerned about it? What can we do to eradicate it? For some, the existence of systemic racism against Black people is hard to accept because it violates the notion that the world is fair and just. But the rigid racial hierarchy created by slavery did not collapse after it was abolished, nor did it end with the civil rights era. Whether it's the composition of a company's leadership team or the composition of one's neighborhood, these racial divides and disparities continue to show up in every facet of society. For Livingston, the difference between a solvable problem and a solved problem is knowledge, investment, and determination. And the goal of making organizations more diverse, equitable, and inclusive is within our capability. Livingston's lifework is showing people how to turn difficult conversations about race into productive instances of real change. For decades he has translated science into practice for numerous organizations, including Airbnb, Deloitte, Microsoft, Under Armour, L'Oreal, and JPMorgan Chase. In *The Conversation*, Livingston distills this knowledge and experience into an eye-opening immersion in the science of racism and bias. Drawing on examples from pop culture and his own life experience, Livingston, with clarity and wit, explores the root causes of racism, the factors that explain why some people care about it and others do not, and the most promising paths toward profound and sustainable progress, all while inviting readers to challenge their assumptions. Social change requires social exchange. Founded on principles of psychology, sociology, management, and behavioral economics, *The Conversation* is a road map for uprooting entrenched biases and sharing candid, fact-based perspectives on race that will lead to increased awareness, empathy, and action.

[A Developmental Approach to Exploring Race and Racism](#) John Wiley & Sons

The ultimate guide to owning your power--and mastering how to use it. How can so many women feel "good and mad" yet still reluctant to speak up in a meeting or difficult conversation? Why do women often feel like they're too much--and, at the same time, not enough? What causes us, at the most critical moments in our lives, to freeze? Kasia Urbaniak teaches power to women--and her answers to these questions may surprise you. Based on insights from her experiences as a dominatrix, her training to become a Taoist nun, and the countless women she has taught to expand their influence, this book offers precise, practical instruction in how to stand in your power, find your voice, and use it well. Learn how to: • Embrace your desires as the pathway to your destiny. • Ask for--and get--what you need in your life, work, and in the bedroom. • Skillfully navigate hearing "no" and any resistance, even your own. • Flip power dynamics when someone crosses your boundaries and puts you on the spot. • Create new and expanded roles for the people in your life with precise, targeted asks. Whether you're getting crystal clear on exactly what you want, or turning the tables on a man who has shut you up and shut you down, Urbaniak's methods teach women to stand for themselves in every interaction. Part manual, part manifesto, part behind the scenes look, *Unbound* is a how-to guide to the impossible, the outrageous, the unimaginable--a field guide to living your wildest, best, and most satisfying life.

[How Seeking and Speaking the Truth about Racism Can Radically Transform Individuals and Organizations](#) Candlewick Press

Use courageous conversations to build racial equity in your schools and districts! In this companion to his best-selling book, Glenn Singleton presents specific examples in which racism impedes student success and illustrates how to usher in courageous conversations to ignite systemic transformation. Through first-person vignettes and an actual school district case study, this breakthrough handbook focuses on the powerful possibilities that are unleashed when you: Learn how other education leaders have addressed and improved race relations Explore urgent challenges in racial equity and courageous approaches to solving them Reflect on your personal role in the struggle to achieve racial equity Introduce culturally relevant curriculum, instruction, and assessment in your school or district

How to Talk to Your Boss About Race Penguin

With the recent barrage of racially motivated killings, violent encounters between blacks and whites, and hate crimes in the wake of the 2016 election that foreground historic problems posed by systemic racism, including disenfranchisement and mass incarceration, it would be easy to despair that Dr. Martin Luther King Jr.'s dream has turned into a nightmare. Many Americans struggle for equal treatment, facing hate speech, brutality, and a national spirit of hopelessness; their reality is hardly "post-racial." The need for clarity surrounding the significance of race and racism in the United States is more pressing than ever. This collection of interviews on race, some originally conducted for *The New York Times* philosophy blog, *The Stone*, provides rich context and insight into the nature, challenges, and deepest questions surrounding this fraught and thorny topic. In interviews with such major thinkers as bell hooks, Judith Butler, Cornel West, Kwame Anthony Appiah, Peter Singer, and Noam Chomsky, Yancy probes the historical origins, social constructions, and lived reality of race along political and economic lines. He interrogates fully race's insidious expressions, its transcendence of Black/white binaries, and its link to neo-liberalism, its epistemological and ethical implications, and, ultimately, its future.

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Understanding and Facilitating Difficult Dialogues on Race Corwin Press

This powerful third edition offers fresh approaches that enable school leaders to engage in effective interactions with students, educators, and the communities they serve.

[Difficult Conversations](#) Teachers College Press

The 10th-anniversary edition of the New York Times business bestseller-now updated with "Answers to Ten Questions People Ask" We attempt or avoid difficult conversations every day-whether dealing with an underperforming employee, disagreeing with a spouse, or negotiating with a client. From the Harvard Negotiation Project, the organization that brought you Getting to Yes, Difficult Conversations provides a step-by-step approach to having those tough conversations with less stress and more success. you'll learn how to: · Decipher the underlying structure of every difficult conversation · Start a conversation without defensiveness · Listen for the meaning of what is not said · Stay balanced in the face of attacks and accusations · Move from emotion to productive problem solving

The Unspoken Truth of Our Racial Divide Bloomsbury Publishing

INSTANT NEW YORK TIMES BESTSELLER An urgent primer on race and racism, from the host of the viral hit video series “Uncomfortable Conversations with a Black Man” “You cannot fix a problem you do not know you have.” So begins Emmanuel Acho in his essential guide to the truths Americans need to know to address the systemic racism that has recently electrified protests in all fifty states. “There is a fix,” Acho says. “But in order to access it, we’re going to have to have some uncomfortable conversations.” In Uncomfortable Conversations With a Black Man, Acho takes on all the questions, large and small, insensitive and taboo, many white Americans are afraid to ask—yet which all Americans need the answers to, now more

than ever. With the same open-hearted generosity that has made his video series a phenomenon, Acho explains the vital core of such fraught concepts as white privilege, cultural appropriation, and “reverse racism.” In his own words, he provides a space of compassion and understanding in a discussion that can lack both. He asks only for the reader’s curiosity—but along the way, he will galvanize all of us to join the antiracist fight.

Learning Personalized Corwin Press

Create a systemwide plan for transforming the district office, schools, and classrooms into places that truly support ALL students achieving their highest levels! This updated edition of the highly acclaimed bestseller continues to explain the need for candid, courageous conversations about race so that educators may understand why student disengagement and achievement inequality persists and learn how they can develop a curriculum that promotes true educational equity and excellence. Almost a decade since its original publication, the revised book includes new features as well as preserves the core content that led to many schools’ and districts’ success. NEW! Courageous Conversation Compass NEW! Racial autobiographies, offering more focused and relevant voices from a diverse group of skilled Courageous Conversation practitioners NEW! Case study on St. Paul Public Schools, a district that has stayed on track with Courageous Conversations and successfully implemented the Systemic Racial Equity Transformation Framework NEW! Links to video segments featuring the author describing different aspects of the work UPDATED! Implementation exercises UPDATED! Activities and checklists for school and district leaders UPDATED! Action steps for creating an effective equity team "What this book has given me is an effective set of tools to support me in understanding, first, my own racial biography and then how to discuss with my team race and its impact on education. The lessons from this book offer a useful starting point for every school district that wants to change mindsets, policies, and outcomes. Singleton takes readers on a personally and professionally transformative journey toward understanding and action." —S. Dallas Dance, Superintendent Baltimore County Public Schools, MD "All students, especially white students, need to read, think, converse and write about issues of race, racism and whiteness if teachers are to help move society into a more racially aware and just place for all. The work of Glenn Singleton and Pacific Educational Group gives educators the tools they need to have those Courageous Conversations." —Jackie Roehl, 2012 Minnesota Teacher of the Year Edina High School, Edina, MN "Brave and grounded, patient but pointed, Courageous Conversations About Race delivers a rare combination of critical information, illuminating perspective, and truly useful tools to get and keep us all engaged in the most important work of our time. A great nation is not defined by its ability to assimilate all of its citizens, but by its ability to provide equitable opportunities for all of them. This book shows us how." —Dr. Anton Treuer, Author, Everything You Wanted to Know About Indians But Were Afraid to Ask; Executive Director, American Indian Resource Center Bemidji State University, MN "When I finished reading this book, I immediately wanted to share it with others. Glenn Singleton provides strategies and tools to help one examine one’s own racial identity. His curriculum and modes of inquiry promote self-discovery and self-awareness. The racial autobiographies allowed me to deepen my racial consciousness and become a more effective Courageous Conversation practitioner. Mr. Singleton is the best equity practitioner I have worked with—provocative, stimulating, mindful of the sensitivities of this topic, and devoted to fulfilling our racial equity mandate." —Ellen C. Stein, Head of School The Dalton School, New York, NY "In the first edition of his groundbreaking book, Courageous Conversations, Glenn Singleton made a powerful case that, in order to dismantle racism, it is first necessary to talk about and understand how power and privilege are related to race. In this second edition, he takes it one step further, adding racial autobiographies and supplements to make it even more accessible to diverse audiences. This work is sorely needed if we are ever to reach educational and social equity in our nation." —Sonia Nieto, Professor Emerita - Language, Literacy, and Culture College of Education, University of Massachusetts, Amherst "The City’s leadership team has used Pacific Educational Group’s training and the Courageous Conversation protocol effectively to launch our racial equity work. Sharing these concepts and approaches with our partners, Saint Paul Public Schools, has created a level of trust and understanding around racial equity we didn’t have before." —Christopher B. Coleman, Mayor City of Saint Paul, MN

Why Are All the Black Kids Sitting Together in the Cafeteria? Zondervan

Written by a collective of brilliant authors, this essential work provokes respectful dialogue about race that catalyzes school-changing action. The book masterfully weaves together an array of scenarios and discussions, and directly addresses challenging topics such as discomfort, violence, advocacy, bias, and responsibility. The authors call on their lived experiences and, most important, their work with tens of thousands of educators, leaders, and students to help all of us do better in our schools and communities. Learn how to talk about race in the classroom and advocate for racial equity in schools: Recognize the presence of systemic racism in schools and understand why racism is such an uncomfortable topic for many. Use scenarios and effective discussion questions to encourage challenging conversations. Learn how to advocate for underserved communities and those who suffer under racism. Resist racial stereotypes and promote equity in the classroom. Take appropriate action based on challenging conversations. Ultimately develop classrooms, schools, and districts into safe, anti-racist educational strongholds and promote positive learning experiences for marginalized students. Contents: Acknowledgments Table of Contents About the Authors Introduction: How to Get the Most out of This Book Part 1: Getting Ready for Challenging Conversations Chapter 1: Why Is Talking About Race So Hard? Chapter 2: Why Is Discomfort Required? Chapter 3: Why Scenarios as an Educational Tool? Chapter 4: How Can We Create a Safe Space for Conversation? Chapter 5: How Will Faculty and Staff Set the Standard for Challenging Conversations? Part 2: Using Scenarios for Important Conversations Chapter 6: Talking About Bias--How Can I Be Biased When I'm Not a Racist? Chapter 7: Talking About History--How Does the Shadow of 1619 Affect Us Today? Chapter 8: How Can Something Be My Responsibility When It's Not My Fault? Chapter 9: Talking About Advocacy--What Is My Duty to My Friends? Chapter 10: Talking About Law Enforcement--How Do Police Officers Help Us? How Do They Sometimes Hurt Us? Chapter 11: Talking About School--Where Are the Black People? Chapter 12: Talking About Violence--How Can We Talk About Terrible Things? Part 3: Moving From Discussion to Action Chapter 13: How Do We Engage Our Communities? Chapter 14: How Can We Advocate for Change? Chapter 15: Facing Disappointment and Loss--Why Isn't Being Right Enough? Chapter 16: How Do We Create Equity Consciousness? Chapter 17: The Next Chapter--How Do We Shift From Opposing Bigotry to Practicing Anti-Racism? References and Resources Index

Facilitator's Guide to Courageous Conversations about Race Corwin Press

An indispensable practical toolkit for dismantling racism in the workplace without fear. Reporting and personal testimonials have exposed racism in every institution in this country. But knowing that racism exists isn't nearly enough. Social media posts about #BlackLivesMatter are nice, but how do you push leadership towards real anti-racist action? Diversity and inclusion strategist Y-Vonne Hutchinson helps tech giants, political leaders, and Fortune 500 companies speak more productively about racism and bias and turn talk into action. In this clear and accessible guide, Hutchinson equips employees with a framework to think about race at work, prepares them to have frank and effective conversations with more powerful leaders, helps them center marginalized perspectives, and explains how to leverage power dynamics to get results while navigating backlash and gaslighting. *How to Talk To Your Boss About Race* is a crucial handbook to moving beyond fear to push for change. No matter how much formal power you have, you can create antiracist change at work.

CONCLUSION

We hope you're as excited about the globe of *Courageous Conversations About Race A Field Guide For Achieving Equity In Schools* Glenn E Singleton books as we are! Our shop is dedicated to offering a phenomenal reading experience for all. With our wide range of publications, from new launches to classic classics, there is something for everybody. Our commitment to customer satisfaction suggests that you can go shopping with confidence, knowing that your order remains in good hands.

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REVIEW OF COURAGEOUS CONVERSATIONS ABOUT RACE A FIELD GUIDE FOR ACHIEVING EQUITY IN SCHOOLS GLENN E SINGLETON

• this book was really hard to understand. Then again, I've never really been a big fan of the classics. But I got bored way too easily, and I honestly thought the last thirty or forty pages were the best part.

• "The Scarlet Letter" is about a young woman named Hester Prynne who has a child out of wedlock. Set in Puritan Boston, the people shun Hester, especially when she refuses to divulge the name of the baby's father. Her punishment is to wear a scarlet A on her dresses, which is where the title comes from. This book is one of the first true romances written. The main character, Hester, is a very strong, very independent woman character. I think the book is an excellent romance and social defiance. The first appearance of romance shows up in chapter 3, when the stranger shows up in the market, asking why Hester was standing on the platform. A townspeople then spins Hester's tale: Of how her English husband had sent her to Boston before he himself moved, of how no word had been heard of the husband in the two years that she had been there, and how she had had a child. The man then asks who the baby's father is, and the good townspeople answers by saying that Hester refuses to give the name, but that the man is undoubtedly in the crowd. In the end, we discover that the father is really Arthur Dimmesdale, her preacher and the stranger is really her long-lost husband. All throughout the book, this romantic triangle comes to play, giving this book depth and character as one of the first true romances. It is also a story of social defiance. The first instance of this is in chapter 2, when she walks out of the prison. Instead of being humble and meek, as the townspeople had expected, she holds her head up high and refuses to avert her eyes. All during the book, she wears her mark of shame with pride. In the end, the A no longer stands for adultress, but angel. She refuses to be beaten down, and this is such a strong statement. In those days, women were expected to be meek and subservient. It is a great example of social defiance. I think that Nathaniel Hawthorne should be given a medal of honor. During his time, women were not entitled to be strong. Basically they were there to cook and have children. If they didn't have a husband, they were basically expected not to be able to do anything. But the character of Hester Prynne proves them all wrong. She manages to defy the townspeople, raise a child, and become a heroine to other women. She managed to accomplish all of this all on her own. It is a wonderful portrayal of a woman's spirit. For a book written in the 1800's, it is actually quite easy for a teenager in the twenty-first century to read and relate to, especially for a girl. Most girls like romances, and a strong female character. It is an outstanding piece of work that is sure to be around for years to come.