

# SPS Ethnic Studies Task Force

## Proposed Recommendation to the Board

### Board Smart Goal #2:

EOG-Eliminate Opportunity Gaps in Students' Access – Transforming Adult Attitudes, Beliefs & actions

**We, the Ethnic Studies Task force** recommend to the Board to prioritize Carryover dollars from CAI, Strategies Partnerships Dept. to be spent on the implementation of Ethnic Studies in every school.

1. **Recommend** that some of the SPS Task Force will become the Working Group (Members will sign up for Work Group Teams and the NAACP ESRT, Kyle, and Brent will select the members)
  
2. **Recommend** Ethnic Studies at the 31 schools with Race and Equity Teams 2017-2018 School year.
  - a) **Jun-Jul 2017:** SPS Working Group will plan:
    - i) Field Trips
    - ii) Professional development
    - iii) Review current Ethnic Study Curriculum and select materials that will achieve the Smart Goal #2.
  
  - b) Ethnic studies curriculum coach in buildings with RET (stipend, career ladder position)
  
  - c) Create/restore at least two more positions in the Department of Equity and Race Relations (DERR) to support the development, collaboration, and growth of Race and Equity Teams in schools across the district.
  
  - d) A minimum of 1 Staff meeting per month be led by the Race and Equity Teams and dedicated to race and equity training.
  
  - e) One early release day per month be dedicated to race and equity PD created by either the Department of Equity and Race Relations, SEA's Center for Race and Equity, or individual building Race and Equity Teams.

3. **Recommend** Ethnic Studies be integrated into every school 2018-2019
  - a) **Jul – Sep 2017:** SPS Working Group will plan:
    - i) Recommend books
    - ii) Develop curriculum that integrates Ethnic Studies into existing (core) classes.
- 4) **Recommend** Curriculum has to be approved by the Race and Equity Team.
- 5) **Recommend** Protections added to teacher contracts for teaching about race and oppression.

DRAFT



**ETHNIC STUDIES: What It Is, What It's Not**

Highly-mentioned Ideas from June 2, 2017 SPS Task Force Session

**What It is**

1. An exploration of the spectrum of truths intended to dismantle White supremacy and replace it with a multi-disciplinary, intersectional philosophy/pedagogy that clears space for the voices of marginalized and oppressed communities to claim the dignity and opportunity to which they have always been entitled. (embraces struggle; teaches directly about racism).
2. Critical analysis of the source and perspective of knowledge, and of what is at stake in the perpetuation of that knowledge; analysis and critique of systems of oppression, historically and currently – to include colonialism, racism, patriarchy, and capitalism; teachers and makes space for students to seek and co-construct alternative perspectives; studies of communities' creative and intellectual products;; studies of communities' grassroots studies against systems of oppression; examination of communal collective identities, both historically and in current forms.
3. An exploration and affirmation of values, norms, histories, and present-day experiences of people who have been the targets of oppression and White supremacy; honoring and centering voices and identities that have been silenced and erased; grounded in struggles for social justice and anti-racism; decentering and deconstructing Whiteness; accountable and relevant to daily lived experiences of students.
4. Objective of examining and dismantling White supremacy and institutional racism.

**What It is not**

- A. Compartmentalized culture; Only for minorities; from a textbook; only a graduation requirement of "tacked on" elective; simplified; grafted unto White culture; one person as an ambassador for their culture; a story of tragedy or struggle.
- B. A "celebration of differences/diversity"; removed from the identities of the instructors; singular in approach; piece-meal or an add-on; a solution (one size fits all/cookie-cutter) to all systemic problems of power and privilege.

"Ethnic Studies is an interdisciplinary enterprise that starts from the assumption that race and racism have been, and continue to be, profoundly powerful social and cultural forces in American society and in modernity at large."

– Ethnic Studies Dept, UC Berkeley

Ethnic Studies is the interdisciplinary study of race and ethnicity, as understood through the perspectives of major underrepresented racial groups in the United States.

– Northern Arizona University

