

# IMPLEMENTATION EXERCISE

## DEFINING THE INTERSECTION OF RACE AND SCHOOLING

Time required: 30 minutes

Materials required: Courageous Conversation Journal for each participant and chart paper, red and blue markers, and tape for each group

1. Re-create the invisibility and hypervisibility charts at the beginning of this chapter and present the concept to your staff.
2. Divide participants into small multiracial groups.
3. Distribute two pieces of chart paper, one red and one blue marker, and tape to each group.
4. Have groups label one sheet “Staff Barriers” and the other sheet “Student Barriers.”
5. Have each group divide into two teams, one being White educators and the other being educators of color and indigenous educators.
6. Ask educators of color, using the red marker, to list staff barriers to closing the disparities in racial achievement, and ask White educators, using the blue marker, to list student barriers to closing it. Give both groups five minutes to list as many barriers as they can.
7. After five minutes, have the groups switch posters and continue working on the other list for five more minutes. Each piece of chart paper should have entries written in both red and blue.
8. Have the White educators and the educators of color and indigenous educators come back together in their small group and reflect on what was written.
9. Bring all the groups back together and reflect on the experience. What was discovered? What ideas emerged? What are the most common barriers that exist both for staff and for students? How did the race of the work group affect the responses listed?
10. Have the participants personally reflect in their Courageous Conversation Journal.