

A STRATEGIC GUIDE TO ANTIRACIST TEACHING

WHY THIS GUIDE?

State legislators across the United States are taking initiative to forbid conversations around race and gender identity in the classroom under the umbrella phrase of Critical Race Theory (CRT). It is important that we strategize and reframe the conversation in an effort to educate not only our students but the public about the tenets and goals of CRT to circumvent misinformation. When possible, we advocate for direct and explicit discussions around race and gender equity. However, this guide was created for those teaching in schools where this direct language is not always permissible. We hope this guide can empower educators to continue to find alternative ways to discuss these important concepts in their classrooms.

STRATEGIC PLANNING

- **Write anti-racist lessons into your curricula.** This makes instruction official for your district and explicitly shares your plans to avoid the argument that teachers did not disclose their plans.
- **Be careful with your syllabus language.** Be strategic in your writing of a syllabus, making sure you are transparent in what you are teaching for the year but also using strategic language that avoids triggering words or phrases (see next pages).
- **Always use primary source material** and first person perspectives to speak about content regarding anti-racism, identity, and current events. Avoid personalized statements and your own opinions or political beliefs.
- **Offer diverse representation.** Make sure your curriculum and materials are balanced in offering content and stories from a spectrum of people. This will show that you are being truly inclusive in integrating these concepts without targeting specific populations.
- **Center your students.** Promote student voice in your classroom by allowing students to share perspectives and analyze content discussed. Facilitate the conversation; don't centralize your opinion.

STRATEGIC LANGUAGE

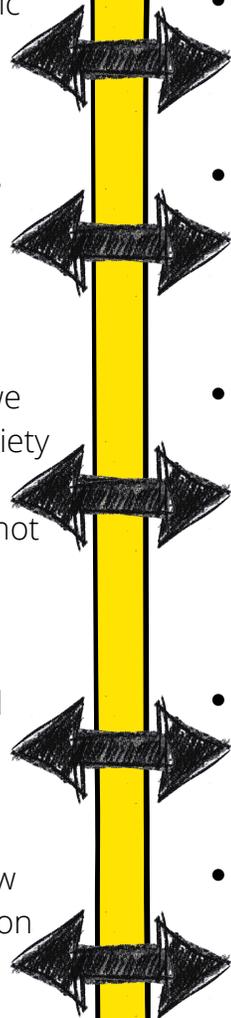
The next pages offer suggestions for ways you can shift your language to continue anti-racist teaching and affirm the tenets and goals of CRT despite new laws preventing it.

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WHAT CRITICAL RACE THEORY DOES AND HOW YOU CAN TALK ABOUT IT

IF YOU CAN'T SAY THIS

- Recognize that systemic racism is part of U.S. Society.
- Grapple with the U.S.'s history with white supremacy.
- Reject the belief that we are in a post-racial society where institutional / systemic racism does not exist.
- Examine how laws and systems promote inequality.
- Educate people on how race and racism function in law and society.



SAY THIS

- People have different experiences across the world due to differences in appearance. It's the same for our country too.
- It's important we understand where we come from as a country. That means we have to see how people were treated differently based on skin color and identity.
- People still have different experiences based on skin color and identity. In order to live in a world and a country without racism, we have to acknowledge the experiences of those who do not share our identity and learn to listen when people discuss their experiences.
- Examines the unfair advantages given to people based on their skin color and identity.
- The best way to work toward true equality is by examining our laws to see how they might unfairly advantage some people over others.

We advocate direct, explicit discussions of racism and its sources/impacts whenever possible. This guide is intended for situations in which such explicit discussion is potentially dangerous for educators - whether physically, economically (losing their job), or otherwise.

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STRATEGIC LANGUAGE

Here are some suggestions for ways you can shift your language to continue anti-racist teaching and affirm the tenets and goals of CRT despite new laws preventing it.

TO USE WITH PARENTS, STUDENTS, SCHOOL ADMIN, AND OTHER STAKEHOLDERS:

IF YOU CAN'T SAY THIS...

- Critical Race Theory
- Racism and Anti-Racism
- Systems of Oppression
- White Supremacy
- White Privilege
- Culturally Responsive
- Black Lives Matter



SAY THIS...

- Examining history/current laws in relation to race
- Equality vs. Equity, Justice and Injustice, Fairness
- Organizations in control that cause/allow injustice
- The belief that the 'Dominant Culture' is superior
- Structural advantages based on skin color
- Cultural Awareness, Global Citizenship, Globally Minded
- Black lives are disproportionately in danger and need our attention/support

RESOURCES AND SOURCES

- Read Your State's CRT Legislation: bit.ly/CRTlegislation
- Learning For Justice: www.learningforjustice.org
- Diversify Our Narrative: www.diversifyournarrative.com
- Zinn Education Project: www.zinnedproject.org
- @Impact- Banning CRT From Schools: instagram.com/p/CQHV-hOhB_d/
- Learn About CRT Sylvia Duckworth: bit.ly/CRTbreakdown
- Consult your district/union lawyer