

Commitment to Combat Racism in Schools (Leaders)

Indicate whether you have taken action on the items listed below. Check the appropriate column.

Yes	No	
		1. Have I aggressively sought out more information in an effort to enhance my own awareness and understanding of racism and its impact on the students that I serve and staff?
		2. Have I taken intentional action in my workplace to create an intentionally anti-racist environment?
		3. Have I created the systems to evaluate curriculum for its relevance to ensure that it includes positive narratives of people with marginalized identities?
		4. Do I engage key community stakeholders when important decisions are made that impact students, families and communities?
		5. Have we created a culture where the voices of people with intersecting identities of oppression are welcomed and valued?
		6. Realizing that empathy has its limits in this work, have I been intentional and thoughtful to identify a reason for my action in this struggle that is linked to my identity rather than the oppression of others?
		7. Does my school regularly host events, and celebrations that are rooted in the historic, linguistic and cultural realities of my students?
		8. Have we built a culture that recognizes, eliminates or compensates people from marginalized identities for the additional labor that they are expected to do as it relates to educating others, supporting students, or speaking on behalf of people that represent that entire identity?
		9. Have I analyzed performance management systems to ensure that success in your school/organization isn't intrinsically tied to values associated with centering whiteness?
		10. I initiate conversations about race in instances in which the racial implications of a decision or outcome would otherwise be made invisible.
		11. I consider whether or not a decision is equitable for my students and staff across their intersecting identities before submitting it to my staff?
		12. I seek out the input of students, I value the opinions of young people rather than dismissing them due to their age?
		13. I have independently explored content and teaching strategies that affirm my students and consult key community stakeholders, professional experts, a coach or a mentor for their appropriateness?
		14. I am committed to dedicating money and time to the effort of building an anti-racist school?
		15. I intentionally create space to listen to the concerns of people of color (parents, students, community members, etc.) without judgement, seeking and valuing their perspective?

		16. I recognize that meritocracy is a myth and work to not promote this narrative in my school and classrooms. Replacing it with a critical analysis of race, racism, power and privilege.
		17. I have developed the tools and comfort to speak with students and families about my racial identity, its impact on my life and leadership?
		18. Do I encourage my staff to learn about, engage in, or support community businesses and events?
		19. Do I view parents as essential partners in the education of their children?
		20. Have I thought critically about the discipline practices at my school in order to transform rather than reproduce discipline outcomes among students of color?
		21. I have done the research, and reject deficit-based thinking as it pertains to finding solutions for problems that face students inside and outside of school?
		22. There is a place or system for staff members to provide anonymous feedback regarding incidents of racism between adults or between adults and students.
		23. I actively work to recruit, hire, and retain a diverse staff that closely resembles the demographics of my student body
		24. I intentionally create affinity spaces for white people and people of color to work against racism amongst themselves and with each other?
		25. I create opportunities for my staff to build authentic relationships across difference that recognize and analyze racial differences?
		26. I recognize that creating a multicultural anti-racist school is a long-term journey and I have made the commitment to stay in this work for the long haul
		27. I have selected intentional interview questions that gauge potential applicants' awareness and understanding of race, and the community in which they are going to serve.
		28. I am willing to try new and innovative ideas, understanding that the answers that we seek will not always be simple or clear.
		29. Do I provide myself and my staff with development opportunities in order to better understand and create a shared vocabulary around issues of race?
		30. Have I become seriously dissatisfied with my own level of activity in combating racism in my school?
		31. Am I committed to continuing this work when it feels hard or unfamiliar, when I feel lost, tired, confused and defeated?

