

Building Capacity for Race Conscious Decision Making



Systemic Racial Equity in Baltimore County Public Schools
National Alliance for Partnerships in Equity
Professional Development Institute
April 21, 2015

Engagement Design

Narratives

“the story” before “The Story!”

Organization

Why Top-Down?

Analysis

The problem with data

Personal

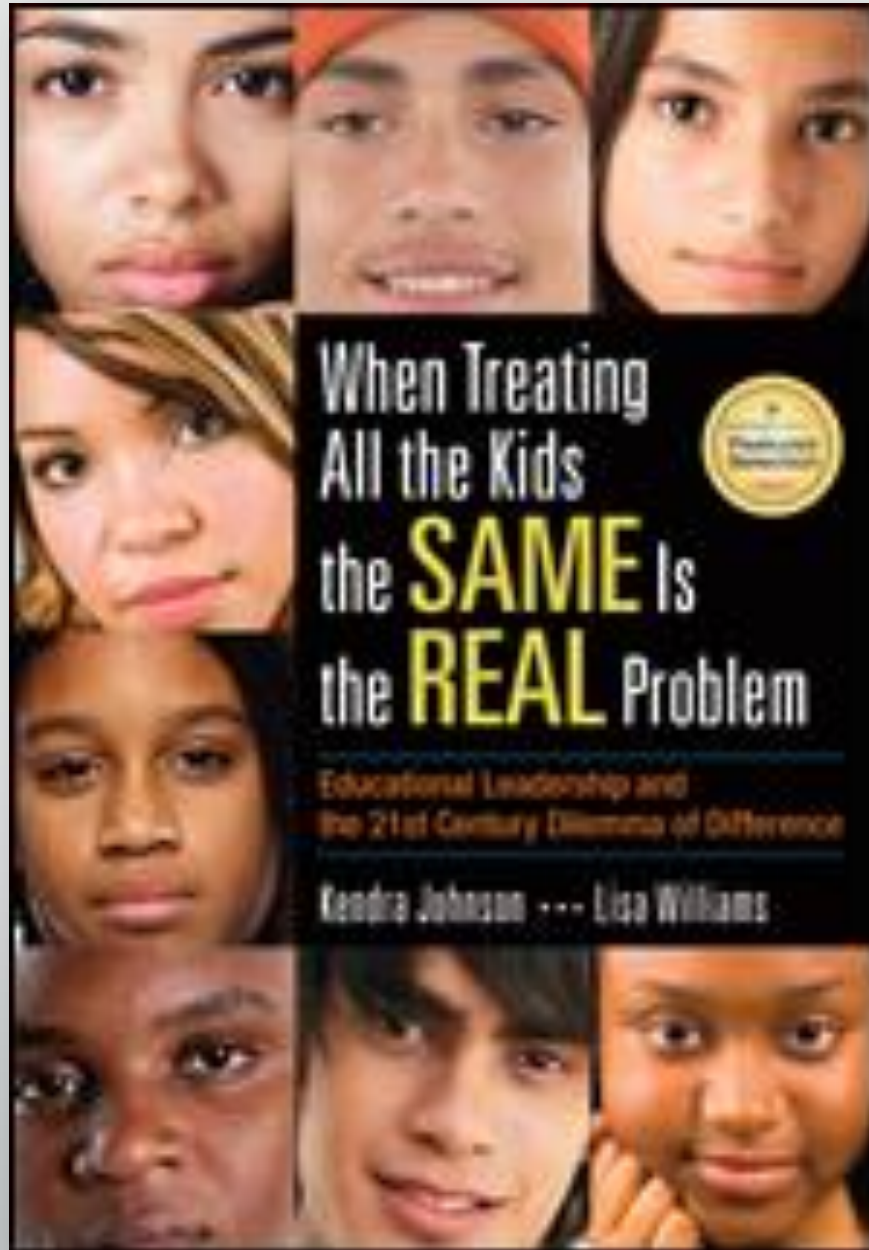
It has to be personal before anything else!



“the story” behind “The Story”

Lisa Williams, Ed.D.

Director, Office of Equity and Cultural Proficiency



Kendra Johnson, J.D., Ed.D.



Lisa Williams, Ed.D.





Assumptions Within Our Organization

Equity is something she does!

Equity is about Black people!

OECP is the place where the Black parents go when they have problems!

Equity is about the teachers!

Lessons Learned

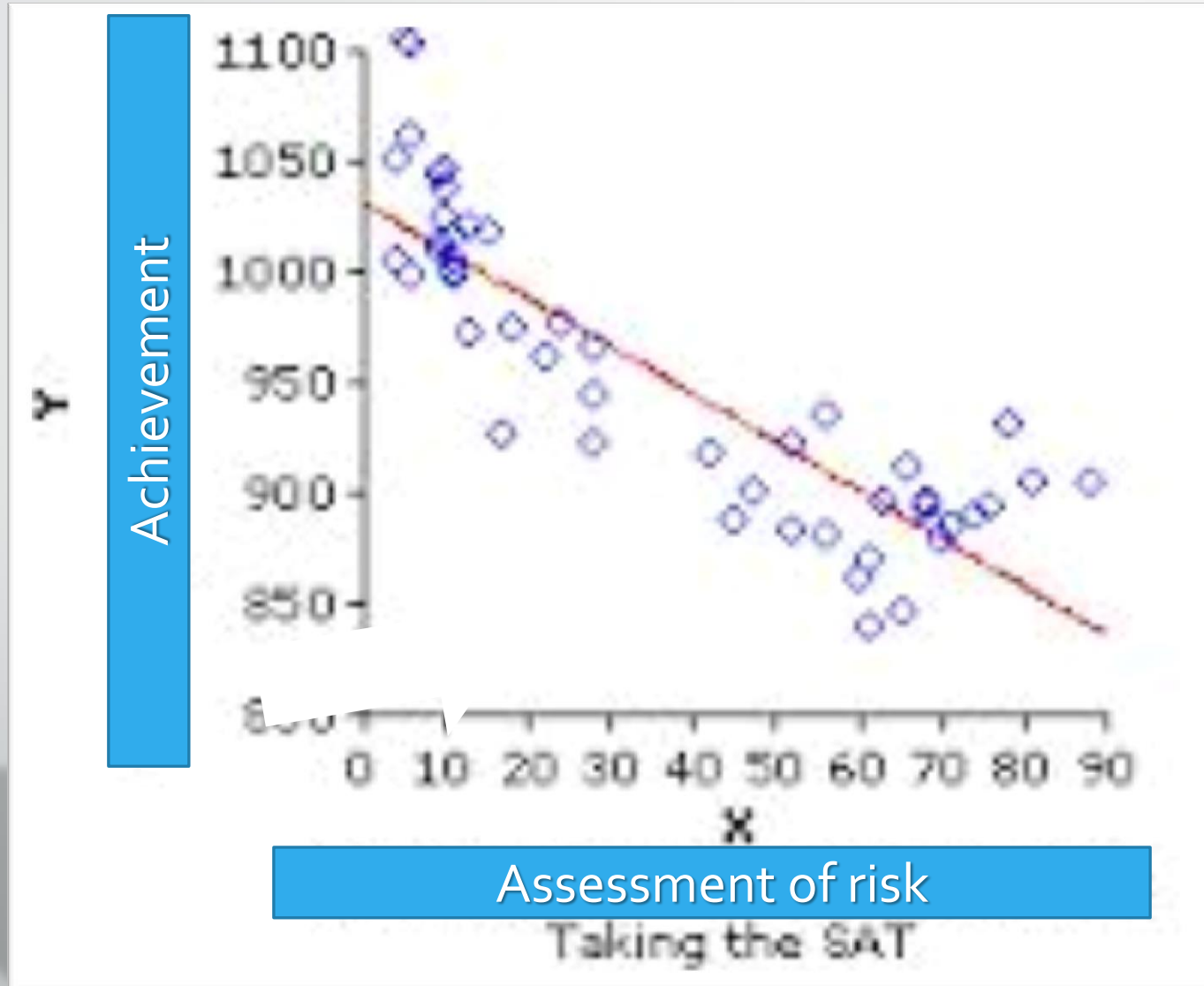
1. You cannot begin systemic equity work as though your organization is a blank slate.
2. Taking time to figure out the culture that has been created is critical.



“The System Is Broken”

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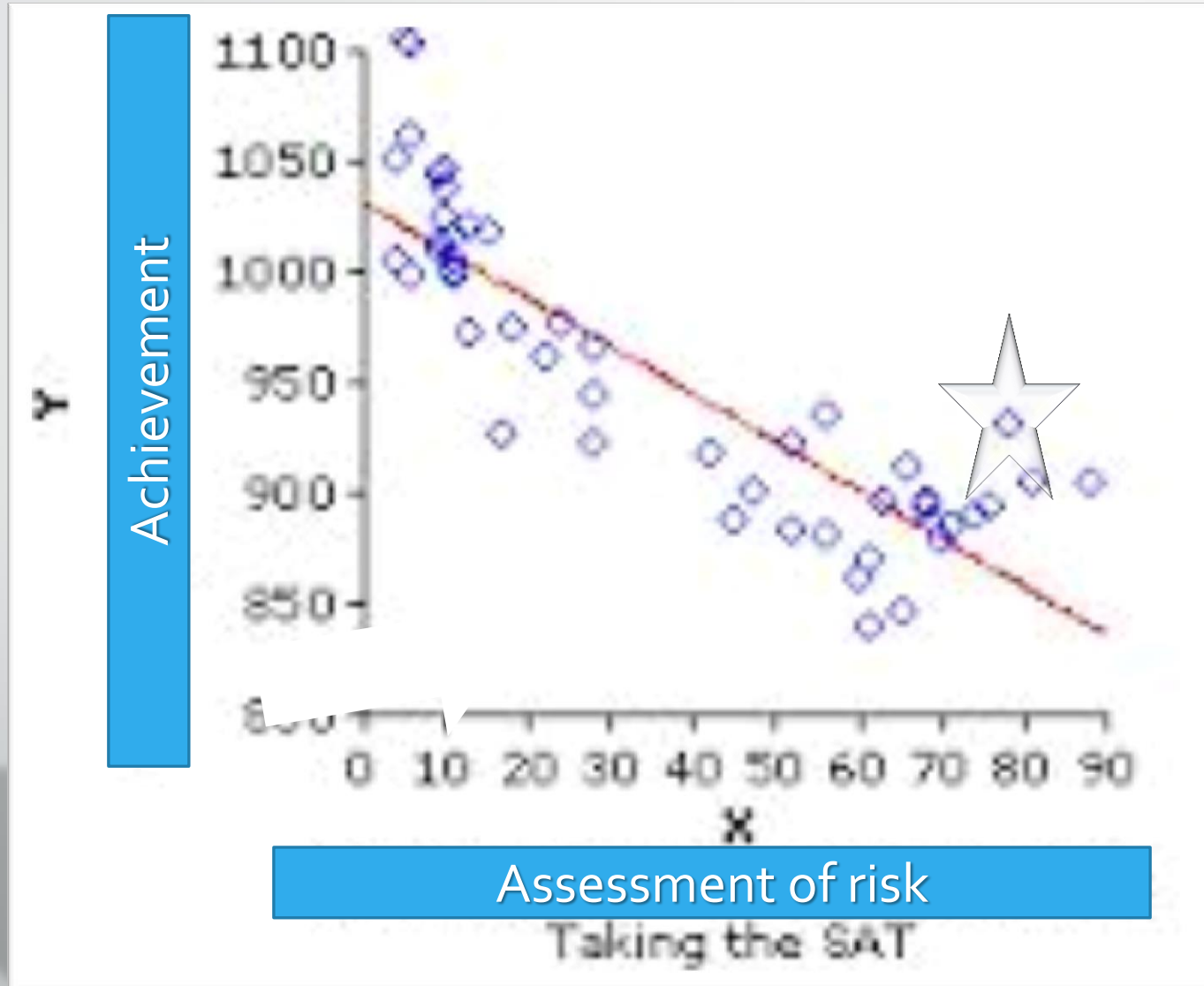
What do you SEE?





What Do I See?

The system is perfectly aligned for the outcomes it gets!



So Began The Work!

- Unveiling the system

“The game don’t stop till the casket drop!”

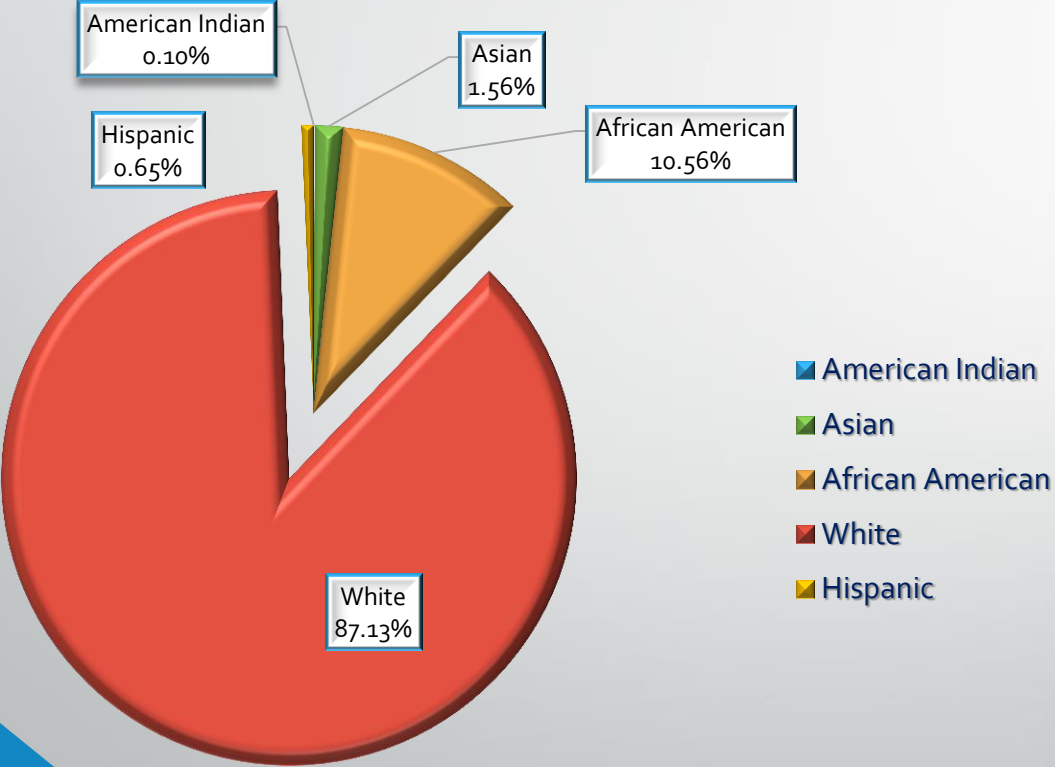
BCPS African American Male student in Alternative Education Program



Why Race?

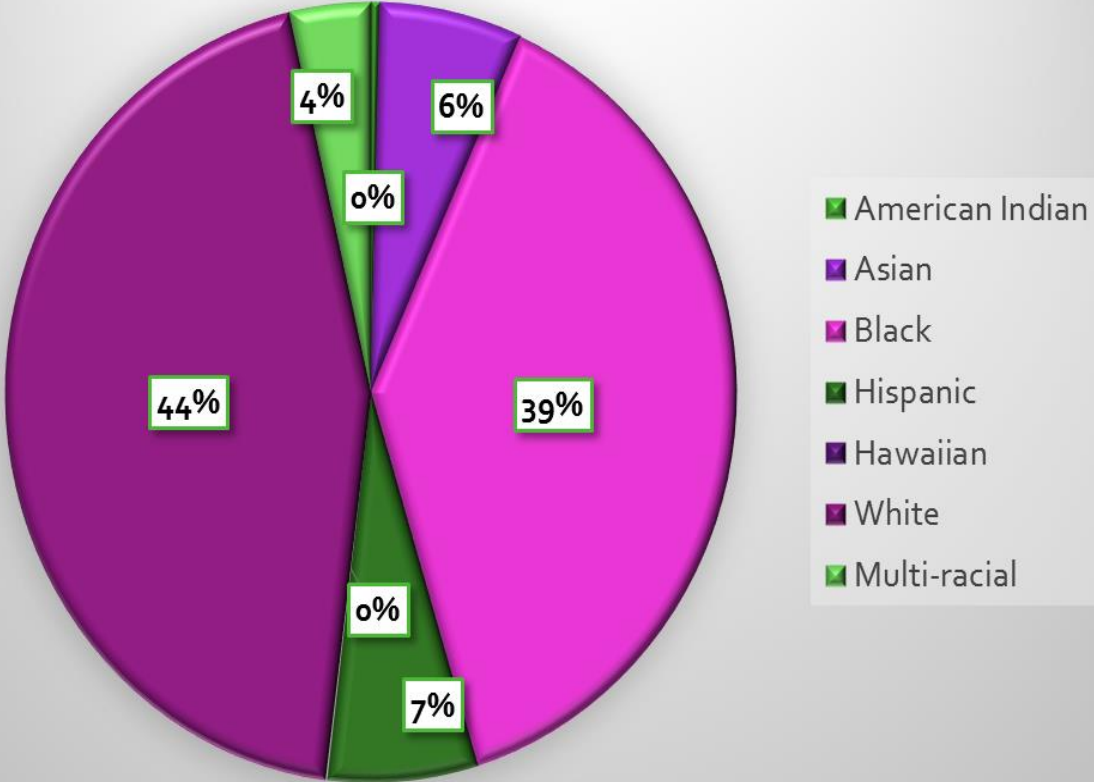
BCPS Student Racial Diversity

1979 BCPS Students by Race



14

2014 BCPS Students by Race



Race Is What Walks In The Front Door First

Special education students have **race!**

English Language Learners have **race!**

Poor students have **race!**

Building Organizational Capacity To Understand Institutional Racism

OPERATIONAL DEFINITION

“How the system operates in a manner that bestows advantages and applies disadvantages based on race.”

What This Looks Like Where I'm From...

1. Suspension

2. AP

3. SAT

4. GT

5. Graduation

6. CTE programs

7. Special education identification

Office of Equity and Cultural Proficiency

Desire

Awareness

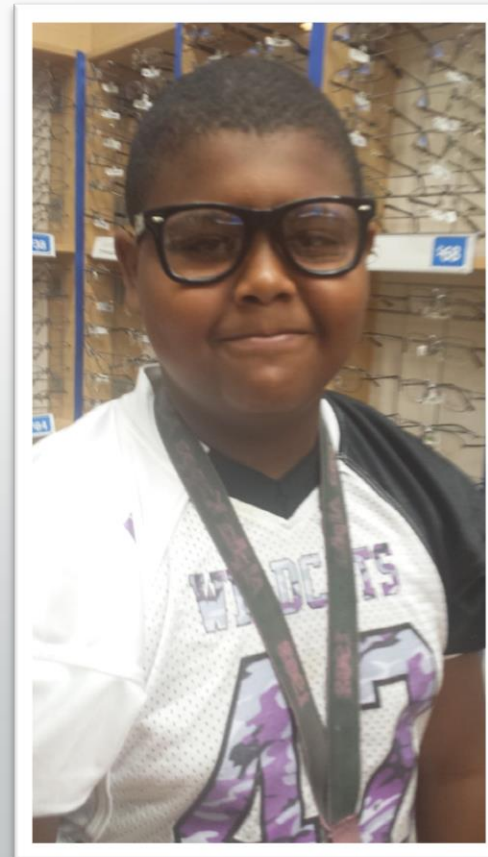
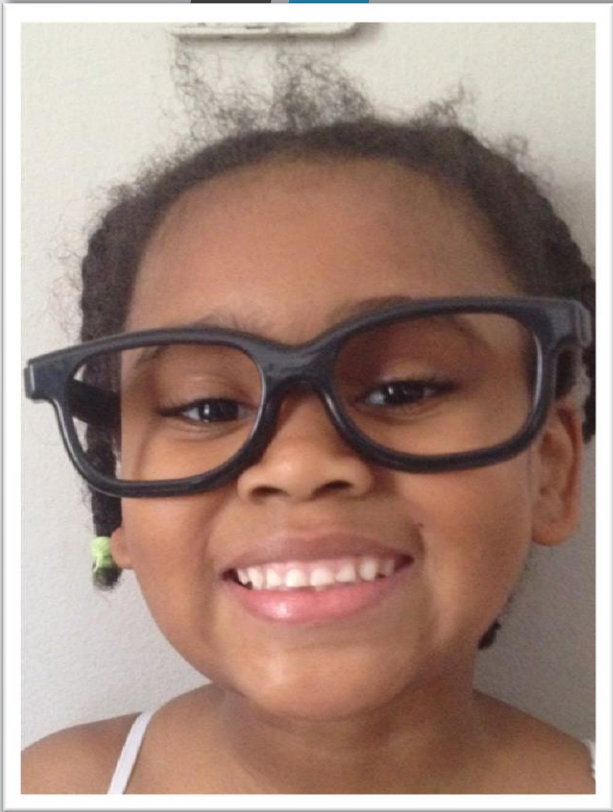
Knowledge

Practice

Advanced
Practice



Desire: Entering the work



“Why Top Down?”



Candice Logan-Washington

Specialist, Office of Equity and Cultural Proficiency

*A leader is one who knows the way,
goes the way, and shows the way.*

John C. Maxwell



When schools call for support..



I'm going in!

Presentation

Disposition and Verve

Content Knowledge

Cute Suit!

Presentation Overview

Data

Looking at students of color.

Narratives

Conversations about the changing academic demographic of our country and school district that shows disparities.

Reflection

Tell me one thing you learn each day about yourself through your students.

Personal

Oh, I'm Black and I work in the Office of Equity and Cultural Proficiency!

She Called us

RACIST

An Aside



What Happened?



Everybody needs a Robin!

Desire

Knows the way!

Goes the way!

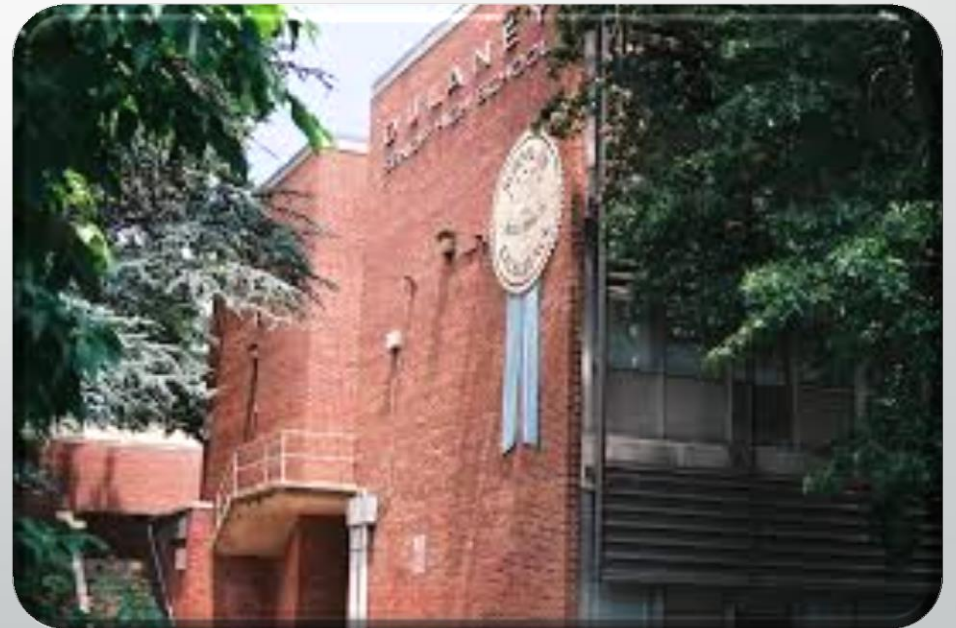
Shows the way!

“The Problem With Data”



Jennifer Audlin

Resource Teacher, Office of Equity and Cultural Proficiency



It all started with a great idea...

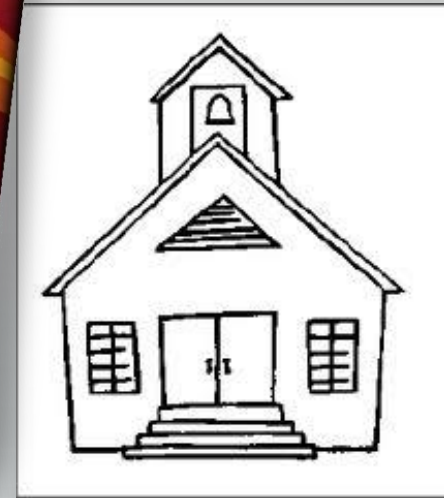


Who was invited?

- **School A**
- **School B**
- **School C**
- **School D**
- **School E**



What really happened?



So What Now?



Pulling the curtain back...



My Lessons Learned

1. Interrupt, even when you don't know how to.
2. Seek multiple perspectives. Always.
3. Know that you have blind-spots and work to identify them.
4. Develop, sustain and deepen inter-racial relationships.

Awareness





“It has to be personal before it’s anything else!”

Tracey L. Durant, Ed.D.

Specialist, Office of Equity and Cultural Proficiency

Being Me...

TEAM
BCPS



It's Important to Consider

- Racial discourse is governed by the cultural parameters of the dominant
- What is and what is not
- How we will be included and excluded
- Dissecting or dismissing

Dr. Miranda Bailey



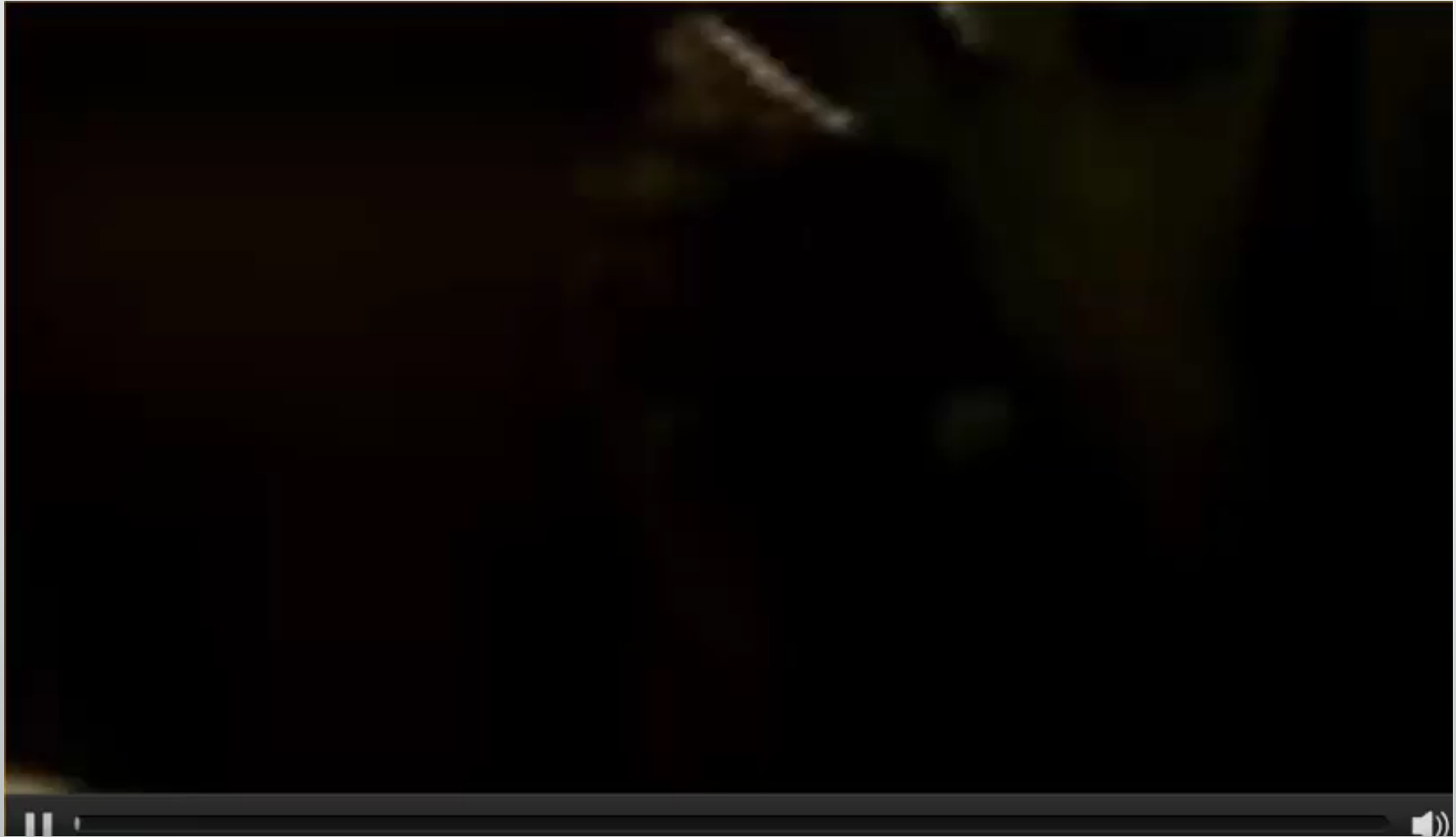
Olivia Pope



Annalise Keating



Annalise Keating



Viola Davis



“Angry Black Women”



“What’s Next?”



Lisa Williams, Ed.D.

Director, Office of Equity and Cultural Proficiency

Maryland Cultural Proficiency Conference

SAVE THE DATE

Maryland Cultural Proficiency Conference

Transforming Practice through Culturally Responsive Pedagogy and Leadership

April 30th – May 1, 2015

Morgan State University



Partnering Organizations:
Baltimore County Public Schools
Community College of Baltimore County
Loyola University Maryland
Morgan State University
Notre Dame of Maryland University

Registration will open February 5, 2015

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