

As a member of our schools equity team, I want to be informed and learn ways to turn key this information to support my colleagues.
Very important. I know it's the beginning, but it's much needed.
Yes. It is what will close the achievement gap, if we get it right.
Yes- This work is very relevant to me as it addresses systemic racism as well as current events. If this work is not done, this is highly problematic for our children and preventing growth in education in the future.
Yes, I have very strong feelings about equity. I am constantly pushing myself to make every voice heard and point out systematic racism in our country. I hope I can continue growing in this area.
It is important to me as an educator because I want my students to succeed and have a voice.
This work is important because it affects the students I teach.
It is important to be able to develop solutions to challenging issues but so many come from well above us to really have systemic change take place. We do what we can in our space.
Yes...very. It is an issue that is extremely important and can not be ignored or not actively addressed.
Extremely. It is the most important work. We cannot let this continue through another generation.
Yes, because I teach students of color.
The need to eradicate social inequities.
Yes. I want my students to not just view me as a white educator. I want them to know I understand their struggles and I support them.
Yes, it is important. We have advocate for our students, our country can not continue on this way.
As a black teacher I feel its important for a curriculum to be established in the district.
Of course it is important, because our students need to feel as though their culture is being considered as part of their educational framework
Yes, this work is important to me. I think it is important to scaffold students from where they are as learners up to the grade-level standard, versus the mindset that there are many gaps. I also feel like our systems currently in place as a district do not allow adequate time to meet student needs in the ELA and Math classes. My job allows me to support some students and provide scaffolds to help support their learning.
It is important, I need to build a trusting relationship with my students so that they feel comfortable reading to me and all that goes with it.
Yes it is. Due to the fact that our students of color are performing well below their white peers, we will never move the needle or close the gap unless we act. We need to focus on HOW to move that needle and address the gaps to make any progress. I am passionate about my students and since this pertains to them, it pertains to me!
Yes - always good to have on our minds to do our best to honor this work.
Very important so that we can eliminate biases.
Yes, I always have more to learn.
yes, i live it

Yes, it surrounds us everyday.

yes because it is something we are currently living in/with right now

It is important. Our students deserve better than a system that does not benefit them. They deserve to have people support them and lift them up. Most of all they deserve to lift themselves up and find a way to break through barriers.

Yes. It allows me to be a better me.

Yes it was useful to communicate about differences

I'm concerned (have a personal tension?) regarding a few items.

1) It is possible that we have gone from "I don't see color" to "I only see color." What do you believe people mean when they say, "I don't see color"? I don't personally use that phrase - it may be too semantically overloaded to do any good besides signally - however, I also understand that the intent of "I don't see color" is "I don't automatically assume that I know anything about you based on a handful of immutable physical characteristics, and I'm going to treat you with the same dignity and respect as I would anybody else." The idea that "I don't see color" means "I erase your identity" is predicated on the notion that their skin color is the most defining feature of their identity, which is nearly the exact definition of racism. I appreciate that the gentleman mentioned that black people are "not a monolith", however, it is clear that when we routinely hear language that categorizes people based on a handful of immutable characteristics (race, gender, etc.), that we are making those characteristics out to be the feature that most clearly defines who those people are. This may be my personal tension, but I find it incredibly audacious that we think we can speak for millions of other people, to make assumptions about them, and in a sense, define the core of who they are, based on not much more than their level of melanin.

2) "To move away from intention and to move into impact" - I think I understand the sentiment behind this point. It could be read as something like negligence (e.g., I didn't mean to run the stop sign, but I was texting while driving). The harm is done regardless of the intent. The line from the presentation was something like, "Does the intention of our action really matter if our action further marginalizes and oppresses other people?" The answer is, yes. Of course our intention matters, even if there were unintended consequences. For one, if someone had good intentions, and their actions actually did do harm, they'd be much more likely to want to change course. For another, if they had bad intentions, I think we'd all want to know that, too.

Of course, in anything we do, we want (eventually) good results. However, intention is at the foundation of communication. It's at the heart of "seek first to understand, then to be understood." Understanding other peoples' intentions is empathy. Consider the definition of a "psychopath": "a mental (antisocial) disorder in which an individual manifests amoral and antisocial behavior, shows a lack of ability to love or establish meaningful personal relationships, expresses extreme egocentricity, and demonstrates a failure to learn from experience." That is literally what happens when we separate intention from impact in a social context.

3) There is more, but I'm out of time, and I think you get the overall gist of my concerns. The facilitators seemed nice enough, but the message is troubling.

yes

Any work that improves practice and student outcomes is important.

Yes this work is important because it will help me create a more inclusive environment for all students.

It is important and it needs to go further.
Yes, but the conversation is only a tiny piece of "the work".
Yes, because our students are important to me.
of course, i chose to work here 28 years ago because of the diversity of our capitol city and raising kids up has always been my goal even when my best efforts have fallen short... i like to think i have done more good than not on this front and it remains my primary underpinning
It is. My understanding of practice has continually evolved and the concept that this is 'the plate' is very significant to me. The work of my teaching and the district is still to transform students' lives and this is the next step(s)
Yes, because I want to know how to the best educational experience for my students and I want to ensure that they are equally prepared for what comes after high school.
It provides many tools to help educators take to social justice activism, in order to create an environment that demonstrates that learning is valued for all students and ensures that all students are given an equal opportunity to obtain a quality education.
Yes, because of the population of students we serve.
Yes, it is instrumental to the success of all of our students.
Yes, this work is important to me. Tearing down our systematic racism is important to provide all students with a proper education
Yes, but I think a piece is missing. I think a discussion about how the "soft bigotry of low expectations" (at a level above the classroom teachers) ends up undoing much of the work we do on micro level would be very important to all of us. I think that is the next step Erick was getting at.
Yes- I think it is overdue. CRE has been trickled down from admin at an incredibly slow pace since they first started this work- feels like years ago. Glad it is finally making it to the teachers who work with students daily.
Yes - but, it is the actual WORK that is important. We all know how to talk and discuss, but we need to start to take a real good look at what we have going on right here in our building and start to make some changes for the betterment of society and our community here in the city of Albany.
Yes, for the future of all people!
This work is not important to me: I do not see the matter of race will reach a compromising resolution. The struggles and wars on race may diminish at some times only on a surfacing level. But, at its core, it is waste of time to attempt to change value or beliefs that have been surgically ingrained in people's skulls.
Yes, but this PD was repetitive. When are we going to get actually making change?
Yes. We have to do better in supporting the students needs, challenges and strengths and in dreaming bigger for them while they are figuring out the world and their own dreams and goals within it.
Yes, because we need to come up with action steps to address these issues.
Yes because it is work that matters.
Need to represent and understand each child