

FIRST ANNUAL

Ohio Family Engagement — LEADERSHIP SUMMIT —



THE OHIO STATE
UNIVERSITY

CENTER ON EDUCATION AND
TRAINING FOR EMPLOYMENT



Ohio Statewide
Family
Engagement
Center
at The Ohio State University

Welcome!

This event will start shortly.
In the meantime, visit us at
OhioFamiliesEngage.osu.edu

CENTER ON EDUCATION AND TRAINING FOR EMPLOYMENT

THE HIGHLY VISIBLE INVISIBILITY OF RACE IN SCHOOL-BASED FAMILY ENGAGEMENT



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LET'S START WITH SOME SHARED ASSUMPTIONS

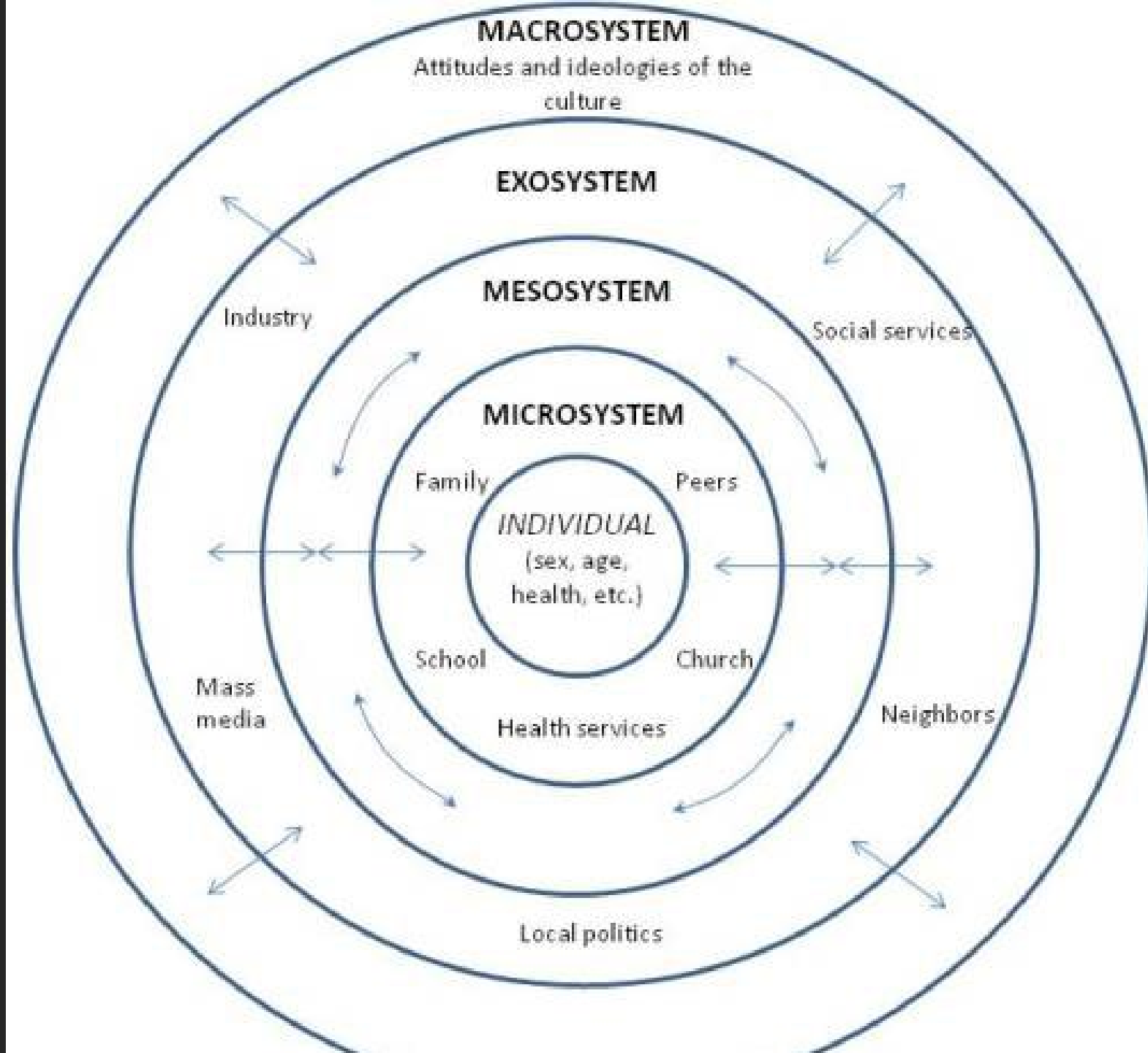


- Everything you've learned you've been taught
- You have not taught something effectively until a child has learned it
- You have only learned something when you can demonstrate the correct response, at will, in different circumstances with different variables mastery
- Consistent practice creates habits which are unconscious competencies/learnings

Race is a social construct that is made real by its social consequences

As cited by Drs. Marvin Miller & Todd Walker

Ecological Systems Theory



Socialization

Occurs when norms and ideologies are taught, learned and internalized

Funds the formation of implicit bias and feeds explicit bias

Clash of the socializations/messages

White children are socialized to:

- See no color or race
- Use privilege but deny existence
- Never discuss race
- Believe diversity is representation



Black children are socialized to:

- Detect the undertones of race in everything
- Navigate structural disadvantage
- Explicitly discuss race
- Believe equity/equality honors those represented



The most effective way to
reinforce race

Colorblind ideology

NIGRESENCE THEORY UNCOVERED



Similar to the Cycle of Socialization

Internalized Racial Identity Formation articulated by William Cross

- Refined by many including DAAC's Dr. Beverly Vandiver!

3 Key Functions

- Defend and protect from psychological insults
- Provide a sense of belonging and social anchorage
- Provide a foundation for social transactions

BLACK RACIAL SOCIALIZATION

- The process undertaken to share beliefs and experiences of Black people
- Beliefs shared implicitly and explicitly
- Proactive and reactive
- Builds skills and strategies to circumvent negative impacts of race
 - Preparing for future bias
 - Racialized survival strategies
- Instills a sense of racial and cultural pride



Stating the claim: Racism exists in education



Racism is system of advantage and oppression based on race. It includes exclusion, discrimination against, suspicion of, and fear and hate of people of a certain race.

Black students are less likely than white students to have access to **college-ready courses**

Black students have less access to **honors or AP classes**

Predominately Black schools are staffed with less **qualified teachers**

Non-Black teachers have lower **expectations** for Black students than Black teachers

Black students are 2x more likely to be **suspended w/o education** services compared to their white peers

Schools with 90% or more of students of color **spend \$733 less** per student

RACISM REINFORCED OR DISMANTLED IN CLASSROOMS

Adultification of Black and Brown students

- Black girls as adult like characteristics as early as age 5
Highly sexualized
- Black boys seen as adults as early as age 10 Violent, dangerous or developmentally inappropriate

Other Reinforcements

- Tokenism (always used as the “Black” example)
- Exceptionalism
- Persistently less than
- Profoundly flawed/Cultural Deficit Model



RACISM
DEHUMANIZING

Impacts

Families

- Lower sense of belonging
- Physically Present; but excluded
- Caution
- Segregation

Students

- Peer Censoring
- Lower expectations
- Reinforcement of damaging narratives
- Exhaustion
- Caution



ENGAGE FAMILIES BY:

1. Listening
2. Learning
3. Talking
4. Teaching
5. Transmitting
6. Transforming your territory



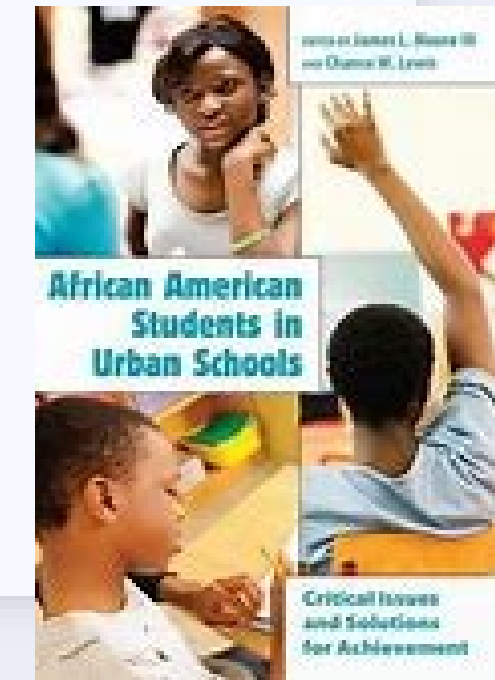
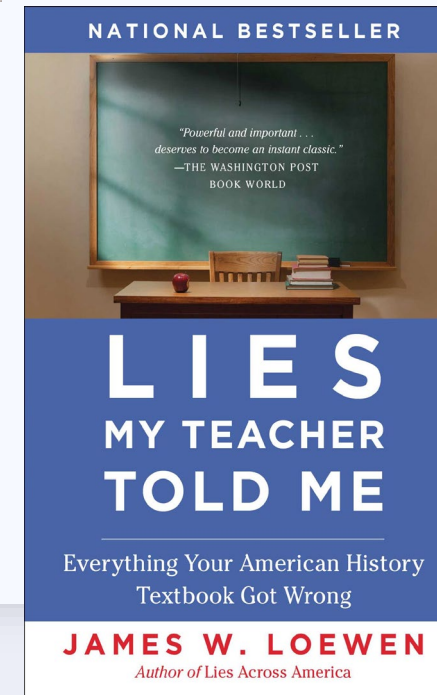
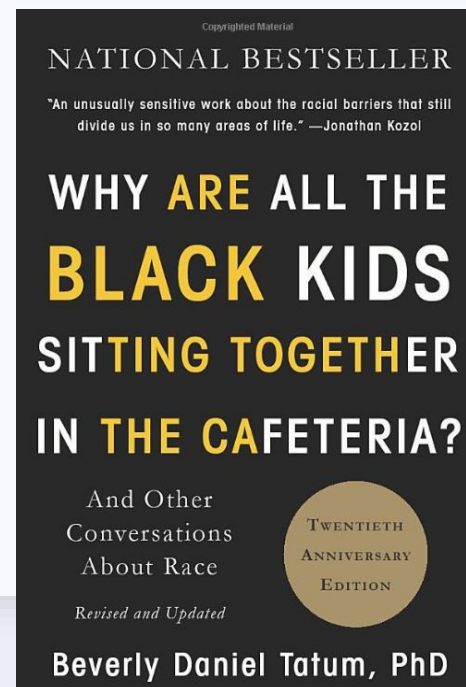
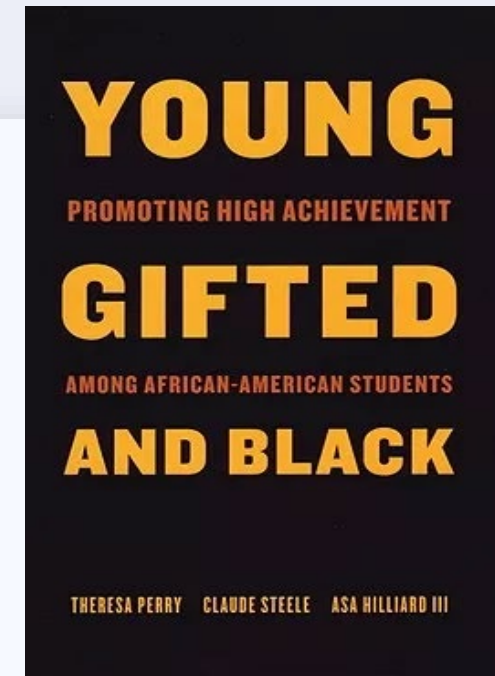
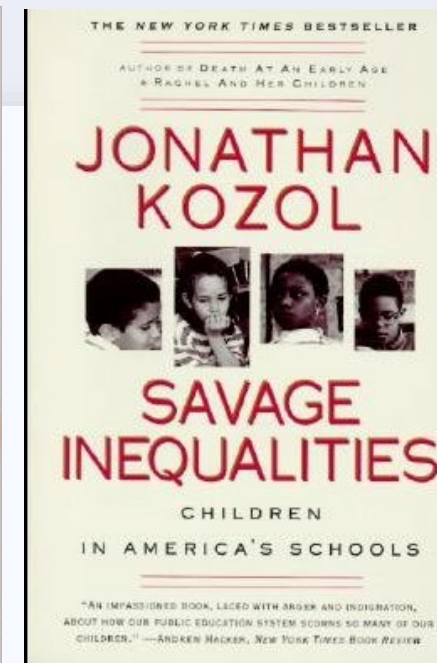
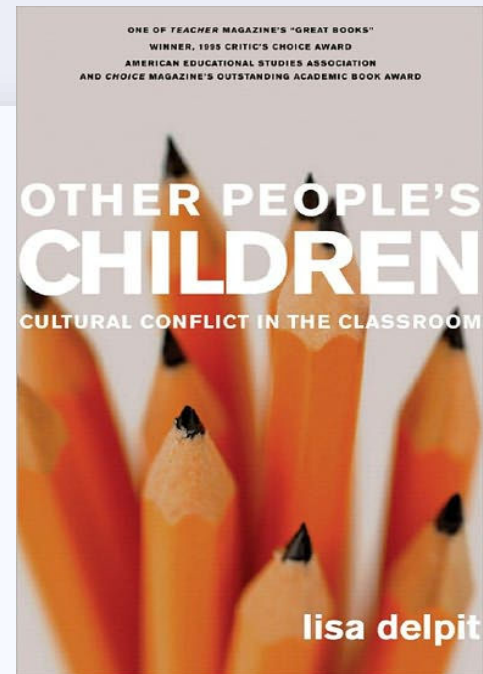
- ❖ Communicate clear, explicit anti-racist expectations
- ❖ Training and development is critical
- ❖ Encourage everyone to own their individual impact
- ❖ Center people of color
- ❖ Proactively remove/mitigate barriers
- ❖ Formalize structure and process



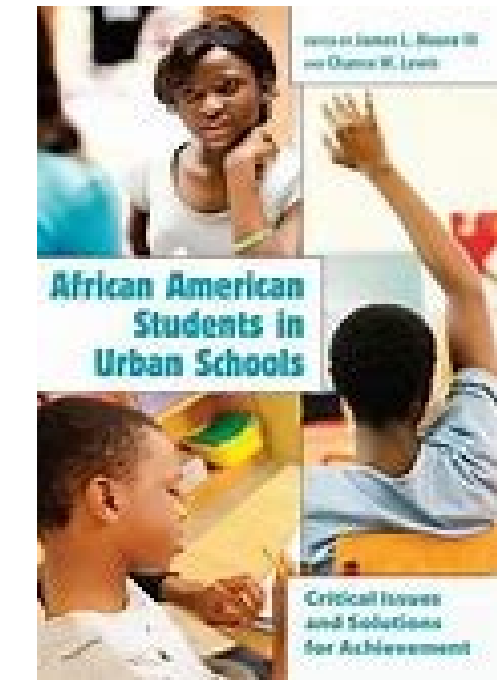
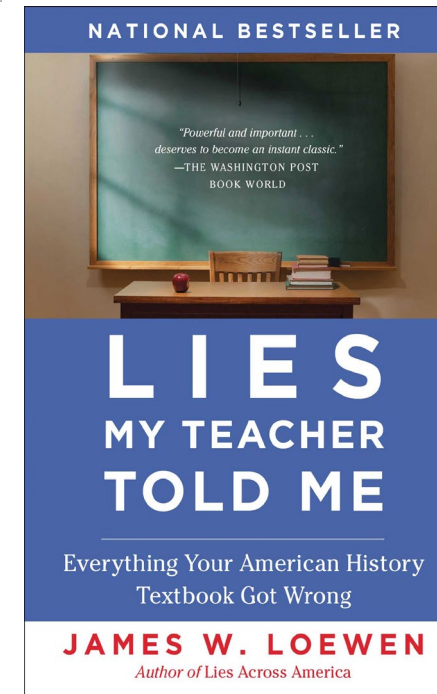
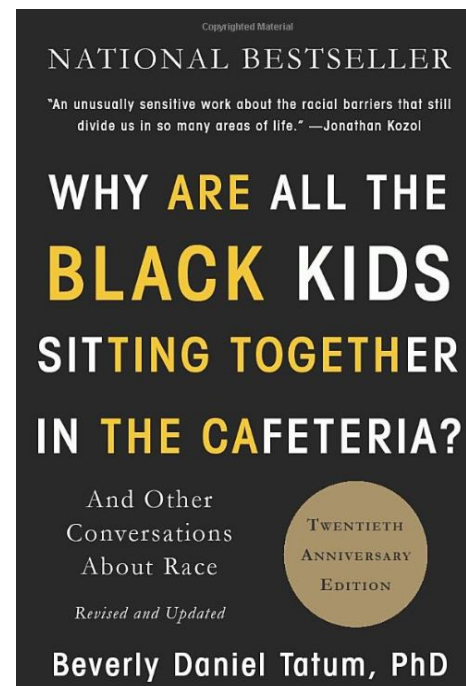
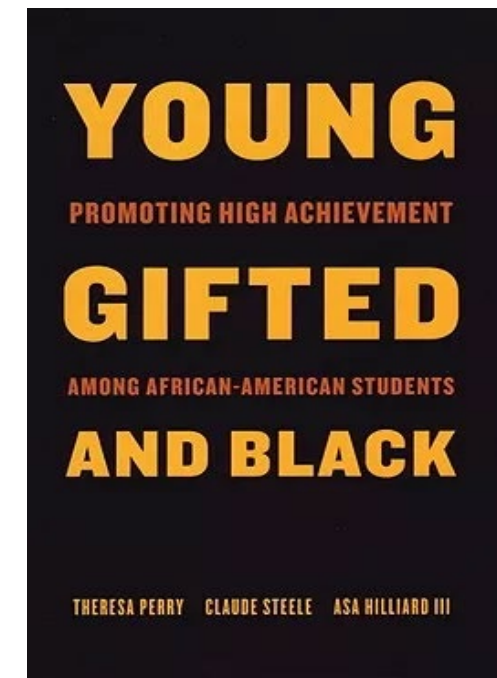
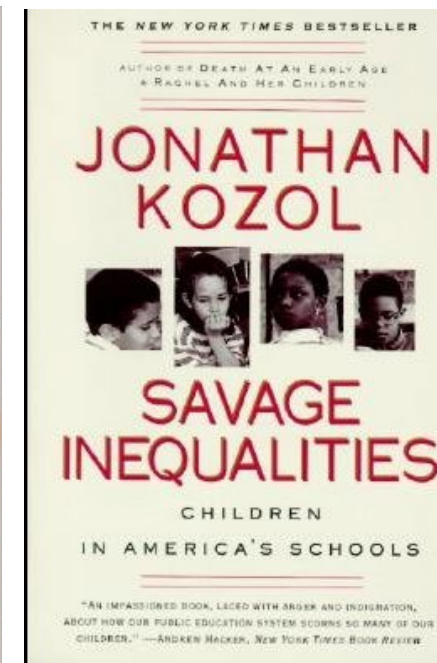
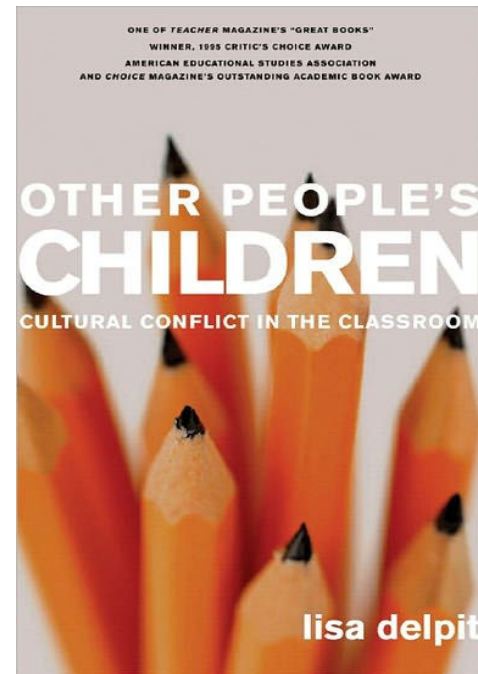
A Pathway toward Racially Sensitive Family Engagement

1. **Program** - Action or set of actions that when implemented produce a desired outcome
2. **Outcome** - Formal statement of what is to be achieved for whom
3. **Program Model** - Articulation of process through which outcome will be achieved
4. **Program Protocol** - Detailed instructions for how to deliver program
5. **Evaluation** - Measurement related to key processes and desired outcome used to improve program

Helpful Resource s



Helpful Resources



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Thank you for watching!

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