



Santa Clara County Office of Education

Mary Ann Dewan, Ph.D.
County Superintendent of Schools

June 3, 2020

Dear Santa Clara County Community,

For the past two months Santa Clara County has come together to focus on the health and safety of our community, pandemic response, and recovery interventions. However, the death of George Floyd and subsequent unrest across the country and around the world turns our attention, once again, to a pervasive issue that poses a specific threat to Black Americans and communities of color. To uproot oppressive mindsets and institutional and systemic racism requires significant, intentional, and focused work. This is a call to action; to reflect on our own social locations, examine how we use the power it affords us, and implore friends, neighbors, colleagues and children to challenge injustice and demand respect, dignity, and equal opportunity for every person.

We join voices with our districts, community leaders and stakeholders to publicly denounce the actions of the Minnesota police officers and resulting death of George Floyd, and acknowledge all black lives taken as a result of police brutality.

The Santa Clara County Office of Education is committed to not only standing for an end to the use of excessive force, but to playing a pivotal role in creating and sustaining equitable learning environments countywide. Teachers, support staff, administrators, and community leaders have many opportunities to participate in professional learning activities to examine our own implicit biases, identify and understand the structures that support racial profiling, and create learning environments that center belonging and the social-emotional well being of all members of the school community. The SCCOE is committed to examining our systems and policies and making the changes required to assure they are responsive, respectful, inclusive, and equitable. We are dedicated to this ongoing work to ensure that every child in Santa Clara County has a safe, welcoming, and culturally responsive learning environment.

Now is the time for us all to join together to improve the experiences and outcomes for our children, their families, and communities. It is our responsibility to model what a truly United States of America must embody and create the conditions for all children to experience and embrace equity.

Civil rights icon Congressman John Lewis once said, "Every generation leaves behind a legacy. What that legacy will be is determined by the people of that generation. What legacy do you want to leave behind?" I invite you to join with us to ensure that the legacy we leave all children is one of an equitable, just, and safe world filled with immeasurable opportunity. We can begin to do this critical, urgent racial equity work by deepening our own knowledge and understanding of how existing systems, processes, and mindsets serve to limit and oppress. I

invite you to review the resources below and, more importantly, to engage in both dialogue and action as we work for a more equitable society.

Sincerely,



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SELF-CARE

- [Self-care in the face of racial injustice](#) from Therapy for Black Girls
- [4 Self-Care resources for days when the world is terrible](#) from Colorlines
- [Self-care for people of color after psychological trauma](#) from Just Jasmine
- [Black Lives Matter Meditations for Healing from Racial Trauma](#) from Dr. Candice Nicole

CALL TO ACTION

- Follow Arizona-based [Poder In Action](#) on [Twitter](#) or [Instagram](#) for ways to organize and take action locally.
- Connect with a local chapter of [Showing Up for Racial Justice](#)
- Review [Active Bystander Training](#) from the Kirwan Institute for the Study of Race and Ethnicity at the Ohio State University
- [75 Things White People Can Do for Racial Justice](#) from Medium

YOUTH ACADEMIC, BEHAVIOR, AND SOCIAL EMOTIONAL SUPPORTS

- [PBIS Cultural Responsiveness Field Guide: Resources for Trainers and Coaches](#)
- The Trevor Project: [Supporting Black LGBTQ Youth Mental Health](#)
- Recorded PBIS Webinar facilitated by Dr. Josh Harrower: [Addressing Equity \(through PBIS\)](#)
- ["Race and Violence Should Be a School-Wide Subject"](#) - Contains resources for school leaders to help develop a community-driven message and a model for discussing race and violence.
- [Don't Discipline Hungry](#) (article)
- ASCD - [How to Be an Antiracist Educator](#)
- [Race & Ethnicity: Teaching Tolerance](#)
- [Racial Equity Tools Glossary](#)

- [“Teaching Young Children About Bias, Diversity, and Social Justice”](#) - helps teach the understanding of differences and social justice through literature, news stories, anti-bias lessons and problem-solving
- [“5 Keys to Challenging Implicit Bias”](#)- guides teachers how to look at and challenge implicit biases in themselves, their colleagues and their schools.
- [“How Does Race Affect a Student's Math Education?”](#) - Dives into a recent study that shows adults “are perpetuating racism in schools” in a way that is shaping students’ interactions and expectations with math
- [“Diversity and Bias Lesson Plans”](#) - K-12 lesson and unit plans for educators that promote critical thinking through the lens of diversity and bias
- [“Curriculum for White Americans to Educate Themselves on Race and Racism — from Ferguson to Charleston”](#) -, this curated list inspired by the [Charleston Syllabus](#) of resources is for those who want to learn more from perspectives “often underrepresented among many white circles.”
- [“First Encounters With Race and Racism: Teaching Ideas for Classroom Conversations”](#)- A lesson plan from Jinnie Spiegler, the director of curriculum at the Anti-Defamation League.
- [The Urgent Need for Anti-Racist Education](#) from Education Week
- [Resources for Talking About Race, Racism, Racialized Violence with Kids](#) from the Center for Racial Justice in Education.
- [Teaching About Race, Racism, and Police Violence](#) from Teaching Tolerance
- [Why Teaching Black Lives Matter Matters | Part I | from Teaching Tolerance](#)
- [Teaching Resources for Black Lives Matter School Week of Action](#) from D.C. Area Educators for Social Justice
- [Addressing Race and Trauma in the Classroom](#) by the National Child Traumatic Stress Network.

PROFESSIONAL READING

- ***For White Folks Who Teach in the Hood... and the Rest of Y'all Too: Reality Pedagogy and Urban Education (Race, Education, and Democracy)*** by Chris Emdin
 - Merging real stories with theory, research, and practice, a prominent scholar offers a new approach to teaching and learning for every stakeholder in urban education
- ***Why Are All the Black Kids Sitting Together in the Cafeteria?*** by Beverly Tatum
 - Helps dissect the dynamics of race in America.
- ***Troublemakers: Lessons in Freedom from Young Children at School*** by Carla Shalaby
 - First hand look at school, through the eyes of those that are labeled a problem.
- ***A Search Past Silence: The Literacy of Young Black Men*** by David Kirkland
 - A call to action, to listen to the voices of Black youth and reimagine being literate in a multicultural, democratic society.
- ***White Fragility: Why It's So Hard for White People to Talk About Racism*** by Robin DiAngelo
 - Looks at counterproductive reactions of white people when discussing racism

- ***Teaching for Black Lives*** by Dyan Watson, Jesse Hagopian and Wayne Au
 - A look into how we understand race in K-12 classrooms
- **The New Jim Crow: Mass Incarceration in the Age of Colorblindness** by Michelle Alexander
 - A perspective about the country's redesign of a racial caste.

LEARN MORE

- **BOOKS TO TEACH**
 - [Early Childhood Anti-Bias Education Booklists](#)
 - ***The Hate U Give*** by Angie Thomas
 - ***All American Boys*** by Jason Reynolds and Brendan Kiely
 - A look at a specific instance of police brutality from the perspectives of two high school classmates
 - ***Separate Is Never Equal: Sylvia Méndez and Her Family's Fight for Desegregation*** by Duncan Tonatiuh
 - Almost 10 years before Brown v. Board of Education, Sylvia Méndez and her parents helped end school segregation in California.
- **ARTICLES OF INTEREST**
 - Parent: [How to Teach Your Kids to Fight Hate: An Age-by-Age Guide](#) (parents.com)
 - [Ten Quick Ways To Analyze Children's Books For Sexism And Racism](#)
 - [Teachers Must Hold Themselves Accountable for Dismantling Racial Oppression](#)
 - [Black Lives Matter at School: Teaching Materials](#)
 - [31 Children's books to support conversations on race, racism and resistance](#)
- **WEBSITES:**
 - [Affirming Black Lives Without Inducing Trauma](#) from Teaching Tolerance
 - [What Matters](#) from Black Lives Matter
 - [Coverage of Criminal Justice](#) on Colorlines
 - [Let's Talk! Discussing Whiteness](#) from Teaching Tolerance
 - [Anti-racism for White People: White People, You Gotta Do Work Now](#) from Awesomely Luvvie