

Moving beyond Supporting: Creating a Culture of Welcome

Resources:

Vermont

- [Innovative Education in Vermont](#)
- [Someone like Me: How One Vermont State Teacher of the Year Moved From Bias to Equity Literacy](#)
- [Vermont House Bill Three: Education; ethnic and social education in schools; Ethnic and Social Equity Standards](#)
- [Orleans Elementary School - Social Justice Library](#)

National

- [What White Colleagues Need to Understand](#)
- [Through Our Eyes: Perspectives and Reflections From Black Teachers](#)
- [If You Listen We Will Stay](#)
- [How To Be An Antiracist by Ibram X. Kendi](#)
- [Equity Literacy for All](#)
- [Equity Literacy for Educators](#)
- [White Privilege: Unpacking the Invisible Knapsack](#)

Organizations Supporting Equity

- [Equity Literacy Institute](#)
- [Rethinking Schools](#)
- [Teaching Tolerance](#)

Blogs that Support Equity

- [Tricia Ebarvia](#)
- [Cult of Pedagogy](#)

From our Report:

- <https://edtrust.org/resource/eyes-perspectives-reflections-black-teachers/>
- <https://edtrust.org/wp-content/uploads/2014/09/ThroughOurEyes.pdf>
- https://teachplus.org/sites/default/files/downloads/teachers_of_color_retention_.pdf
- <https://www.calas-ct.org> (New Secretary of Education Miguel Cardona former board member)

Here are a few recommendations for white educators:

(From [What White Colleagues Need to Understand](#))

1. **Read, Read, Read**

Learn more about racism and white supremacy. Reading (or watching or listening) can answer questions and give you the space to work out your own racial identity.

2. **Listen**

Be present with educators, students and families of color. Actively listen. What concerns do they have? Chances are they see issues inside the school that you don't. Two interviewees suggested neighborhood walks.

3. **Avoid Making Conversations About You**

If a colleague of color comes to you with a concern, ask yourself, "Am I using my privilege to amplify the concerns of educators of color in my building, or am I drowning them out?"

4. **Connect**

Find or build a group of people for accountability. Focus on generating conversations with white colleagues, and make sure you are staying accountable to people of color. Charlie's organization, [BARWE](#), has free resources to get started.

5. **Use Your Power and Take Action**

Look for inequities: Are people being left out? Does your administrator treat people unfairly? If you notice something, speak up and take action. Lift some of the burden from your colleagues of color. If you're an administrator, consider how you are directing school- and district-level professional development and policy.