## "Get Up Stand Up": Fighting Systemic Injustice Through Teaching

Deborah Loewenberg Ball TeachingWorks Virtual Summer Institute July 19, 2020

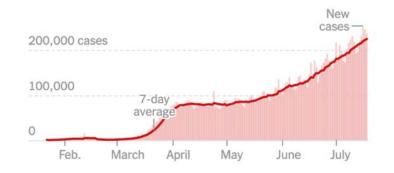












TOTAL CASES

14.2 million+

**DEATHS** 

602,292

Includes confirmed and probable cases where available

Music: "Echo," written by Dr. Bernice Johnson Reagon and performed by Sweet Honey in the Rock (available on Spotify here)











Music: "Echo," written by Dr. Bernice Johnson Reagon and performed by Sweet Honey in the Rock (available on Spotify here)



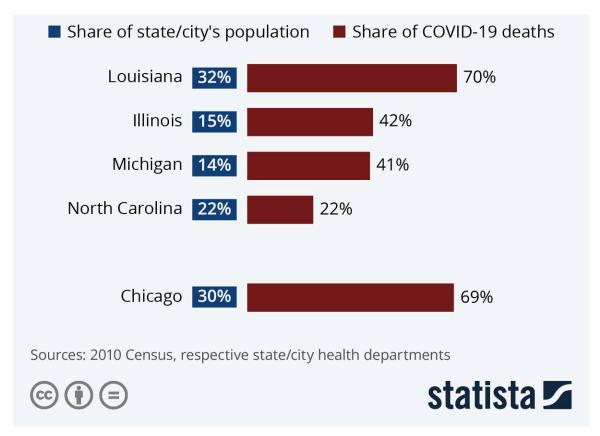






Music: "Echo," written by Dr. Bernice Johnson Reagon and performed by Sweet Honey in the Rock (available on Spotify here)





"We are all enduring the same storm—but we're not all in the same boat."

—Brittany Packnett Cunningham

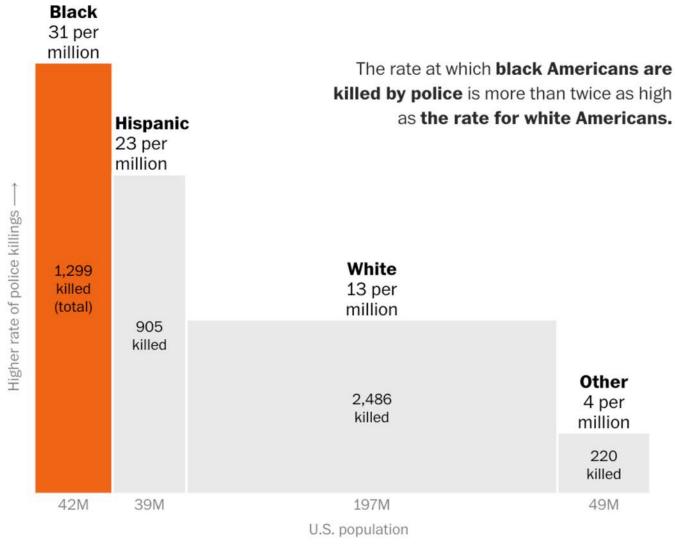
Music: "Echo," written by Dr. Bernice Johnson Reagon and performed by Sweet Honey in the Rock (available on Spotify here)



GARNER CRAWFORD JOHN Ш MICHAEL BROWN EZELL DANTE PARKER - MICHELLE CUSSEAUX - LAQUAN MCDONALD - GEORGE MANN TANISHA ANDERSON - AKAI GURLEY - TAMIR RICE - RUMAIN BRISBON - JERAME REID MATTHEW AJIBADE - FRANK SMART - NATASHA MCKENNA - TONY ROBINSON - ANTHONY HILL MYA HALL - PHILLIP WHITE - ERIC HARRIS - WALTER SCOTT - WILLIAM CHAPMAN II ALEXIA CHRISTIAN - BRENDON GLENN - VICTOR MANUEL LAROSA - JONATHAN SANDERS FREDDIE GRAY JOSEPH MANN **ELLSWOOD** - SALVADO SANDRA BLAND ALBERT JOSEPH DAVIS - DARRIUS STEWART - BILLY RAY DAVIS - SAMUEL DUBOSE MICHAEL SABBIE - BRIAN KEITH DAY - CHRISTIAN TAYLOR - TROY ROBINSON ASSHAMS PHAROAH MANLEY - FELIX KUMI - KEITH HARRISON MCLEOD - JUNIOR PROSPER LAMONTEZ JONES - PATERSON BROWN - DOMINIC HUTCHINSON - ANTHONY ASHFORD ALONZO SMITH - TYREE CRAWFORD - INDIA KAGER LA'VANTE MICHAEL LEE MARSHALL - JAMAR CLARK - RICHARD PERKINS - NATHANIEL HARRIS PICKETT BENNI LEE TIGNOR - MIGUEL ESPINAL - MICHAEL NOEL - KEVIN MATTHEWS - BETTIE JONES QUINTONIO LEGRIER - KEITH CHILDRESS JR. - JANET WILSON - RANDY NELSON ANTRONIE SCOTT - WENDELL CELESTINE - DAVID JOSEPH - CALIN ROQUEMORE - DYZHAWN PERKINS - CHRISTOPHER DAVIS - MARCO LOUD - PETER GAINES - TORREY ROBINSON - DARIUS ROBINSON - KEVIN HICKS - MARY TRUXILLO - DEMARCUS SEMER - WILLIE TILLMAN TERRILL THOMAS - SYLVILLE SMITH - ALTON STERLING - PHILANDO CASTILE - TERENCE CRUTCHER - PAUL O'NEAL - ALTERIA WOODS - JORDAN EDWARDS - AARON BAILEY RONELL FOSTER - STEPHON CLARK - ANTWON ROSE PAMELA TURNER - DOMINIQUE CLAYTON - ATATIANA JEFFERSON - CHRISTOPHER WHITFIELD CHRISTOPHER MCCORVEY - ERIC REASON - MICHAEL LORENZO DEAN - BREONNA TAYLOR E R G 0 D

Music: "Echo," written by Dr. Bernice Johnson Reagon and performed by Sweet Honey in the Rock (available on Spotify here)





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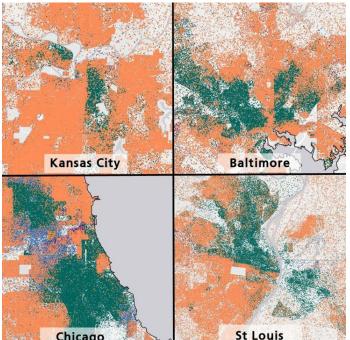
Music: "Echo," written by Dr. Bernice Johnson Reagon and performed by Sweet Honey in the Rock (available on Spotify here)



# Is there a growing recognition that racism is systemic?









## **OUR CRIMINA JUSTICE SYSTEM NEEDS REFORM**

A comprehensive review of studies, published in the Annals of Internal Medicine, confirms that thousands of people die each year because they don't have coverage. We need to close these gaps and cover everybody with improved Medicare for all.



pnhp.org/mortality



















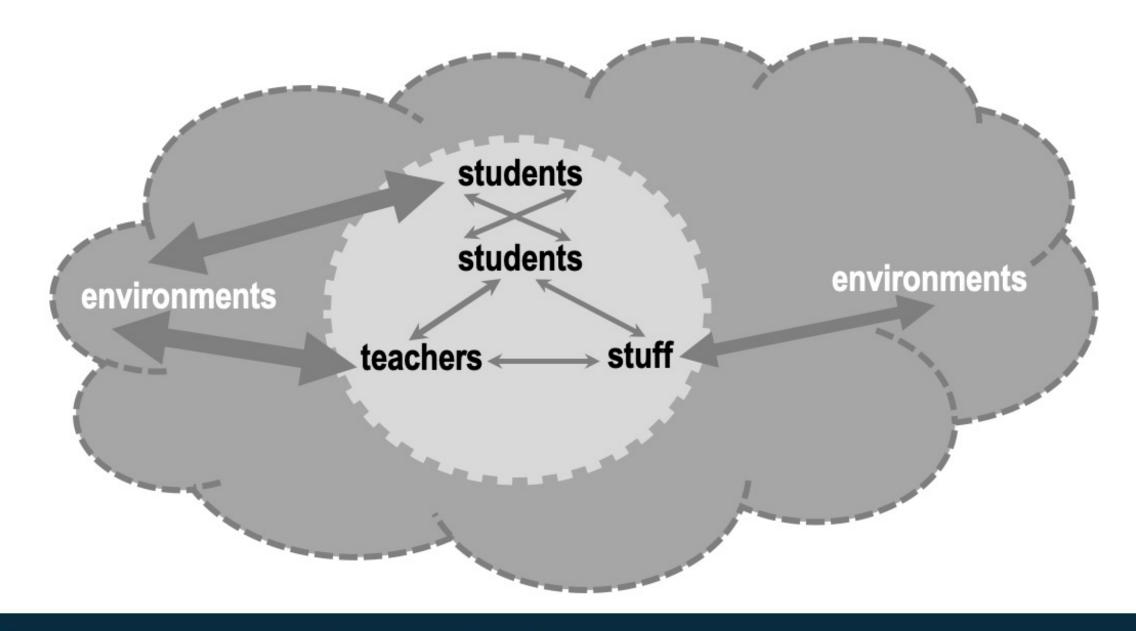






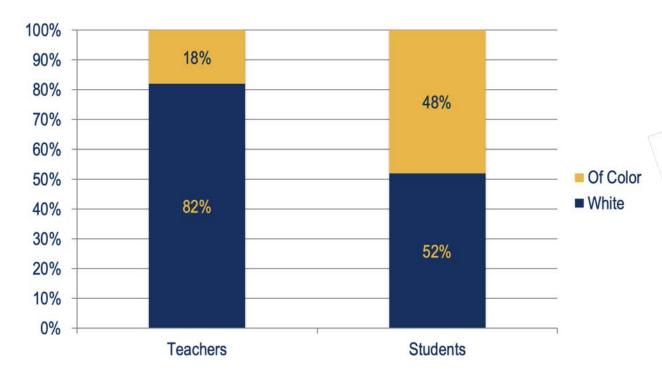


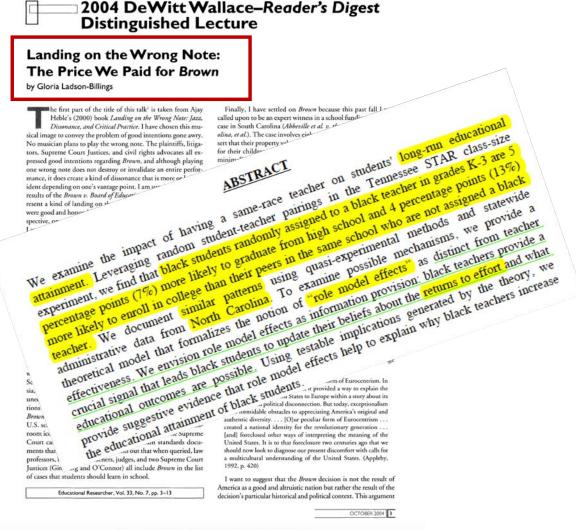






## DEMOGRAPHIC DIVIDE IN THE U.S.: K-12 TEACHERS AND STUDENTS





This content downloaded from 141 211 A 224 on Fri, 26 Oct 2018 18:51:18 UTC

Brown (2014); Carver-Thomas (2018); Gershenson, Hart, Hyman, Lindsay, & Papageorge (2018); Irvine (2003)



Clip from July 14 episode 13:09-13:28 (Available online <a href="here">here</a>)





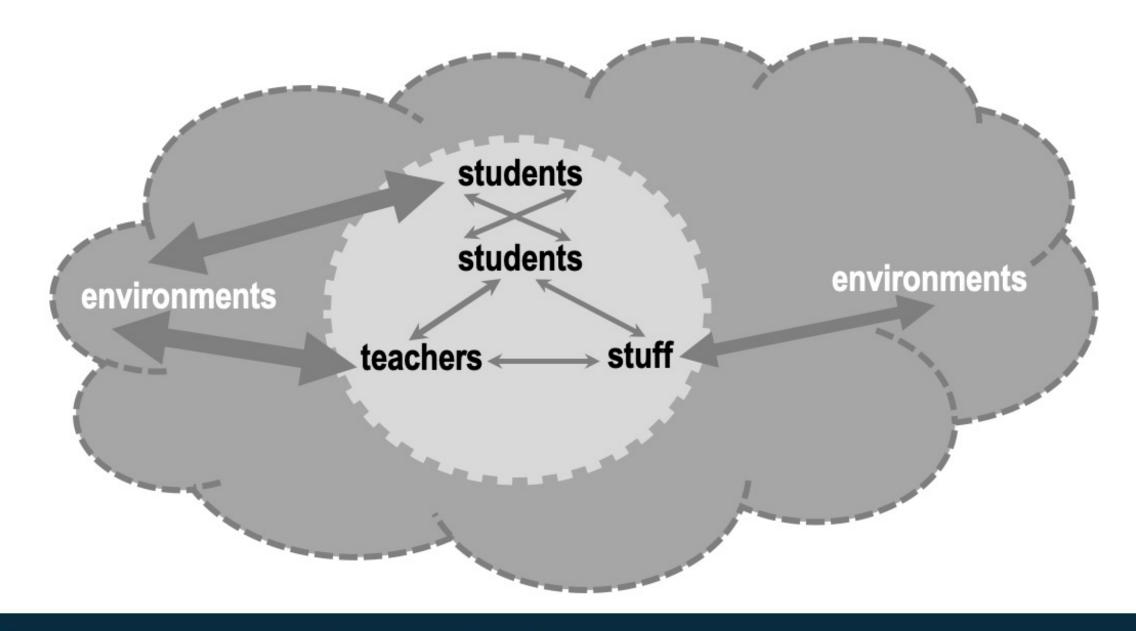




MISS DESPARD
MISS IRENE MILLER
MRS EQITH HOW MARY'S
MISS NEILANS

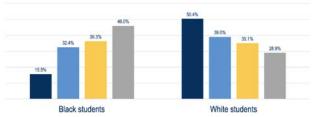






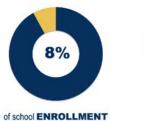


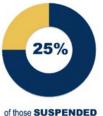
### RATES OF SUSPENSION: BLACK STUDENTS VS. WHITE STUDENTS



■ % of enrollment ■ % of in-school suspensions ■ % of single suspensions ■ % of multiple suspensions

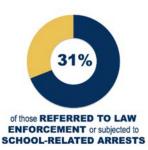
### **BLACK BOYS MAKE UP:**



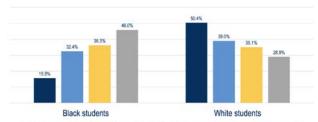


### BLACK STUDENTS MAKE UP:



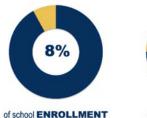


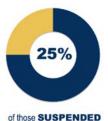
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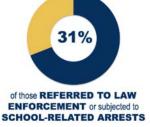
### **BLACK BOYS MAKE UP:**





### **BLACK STUDENTS MAKE UP:**

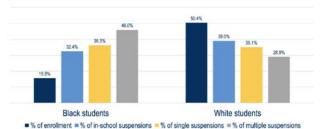






Clip from Fifteenth Annual Brown Lecture in Education Research H. Richard Milner IV 10:17–11:19 (Available on YouTube <a href="here">here</a>)

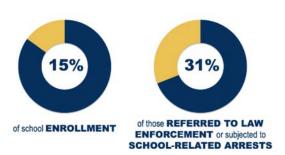
### RATES OF SUSPENSION: **BLACK STUDENTS VS. WHITE STUDENTS**

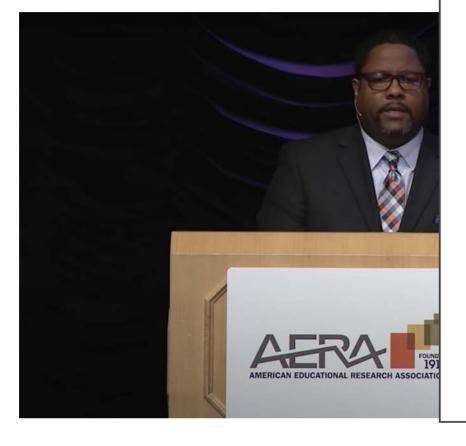


### BLACK BOYS MAKE UP:



### BLACK STUDENTS MAKE UP:





## Why Are "Bad Boys" always Black? Causes of Disproportionality in School Discipline and Recommendations for Change

CARLA R. MONROE

uriosity about the crowd forming on the next Oblock attracted me to the scene in time to witness Kevin's1 arrest. I watched him struggle futilely against the police officer's determined hold of his upper body Kevin's winced expression was briefly visible as the handcuffs were placed around his restrained wrists. His body seemed limp and defeated as he was moved from the grassy plot into the back of the police car, sobbine. As the climax of the arrest slowly subsided. clipped thoughts and questions flooded my mind. Kevin was an eighth grade kid from my school. I had never seen a 13-year-old in the back of a police car; definitely never anyone that young in police custody. Why? What happened? What now? Unfortunately, I had arrived too late to know how the arrest had been set in motion. Some of the other onlookers said that Kevin had tried to rob someone: others commented that the incident was drug related. As strands of truth and speculation shaped Kevin's story, I turned and walked back to the school campus. He was in my second period class. I knew that I would learn the details of the story at work.

The form of notification soon arrived from the district office. Beside Kevin's name were the expected words. Sta-tus: Suppended. Location: Juvenile detention. The document provided a crisp and matter-of-fact conclusion to the story. Yet, my own experiences with Kevin, coupled with observations by students and colleagues, raised complicated questions about the situation. Already struggling academically, what effect would Kevin's incarceration have on his intellectual development? How would he readjust to mainstream society and school following his release? What life implications did juvenile detainment hold for a young adolescent, particularly a black male? Unfortunately, such questions surround the lives of many African American youths as crime continues to be a familiar component of the nation's urban landscape.

I was a middle-school teacher employed in a large urban school district when the events related to Kevin's arrest unfolded. I taught in a predominately African were middle- and working-class and others were from decidedly low-income backgrounds. Improving student outcomes, both inside and outside school walls, was a shared institutional concern. Yet, young people such as Kevin symbolized the ways in which articulated goals frequently failed to become reality. At first glance, Kevin's predicament may appear to

reside beyond the boundaries of the public education enterprise. However, numerous social scientists have identified compelling connections between students schooling experiences and negative outcomes such as delinquency (Noguera 2003; Voelld, Welte, and Wieczorek 1999). Examinations of low-income comm further suggest that antisocial behaviors surfacing during adolescence often become a trenchant component youths' experiences across the lifespan, thereby heightening their likelihood of entering the juvenile and criminal justice systems (Simon and Burns 1997) Notably, studies conducted with middle-school learners have linked school disciplinary patterns with trends in delinquency and recidivism (Cottfredson, Gottfredson and Hybl 1993; Skiba, Peterson, and Williams 1997). ntation of African American males in the U.S. justice system (Wacquant 2000), combined with racial disproportionality on measures of school discipline (Applied Research Center 2002), provide compelling reasons for continued scrutiny of connections between the two areas.

Although previous studies have revealed powerful insights about the salience of culture, particularly race, in schools and society, few scholars have explored how culturally-based constructs relate to school discipline. In this article I expand on current research by examining

Carla R. Monroe is an assistant professor at Wheelock College in Boston, Massachusetts.

Clip from Fifteenth Annual Brown Lecture in Education Research H. Richard Milner IV 10:17-11:19 (Available on YouTube here)









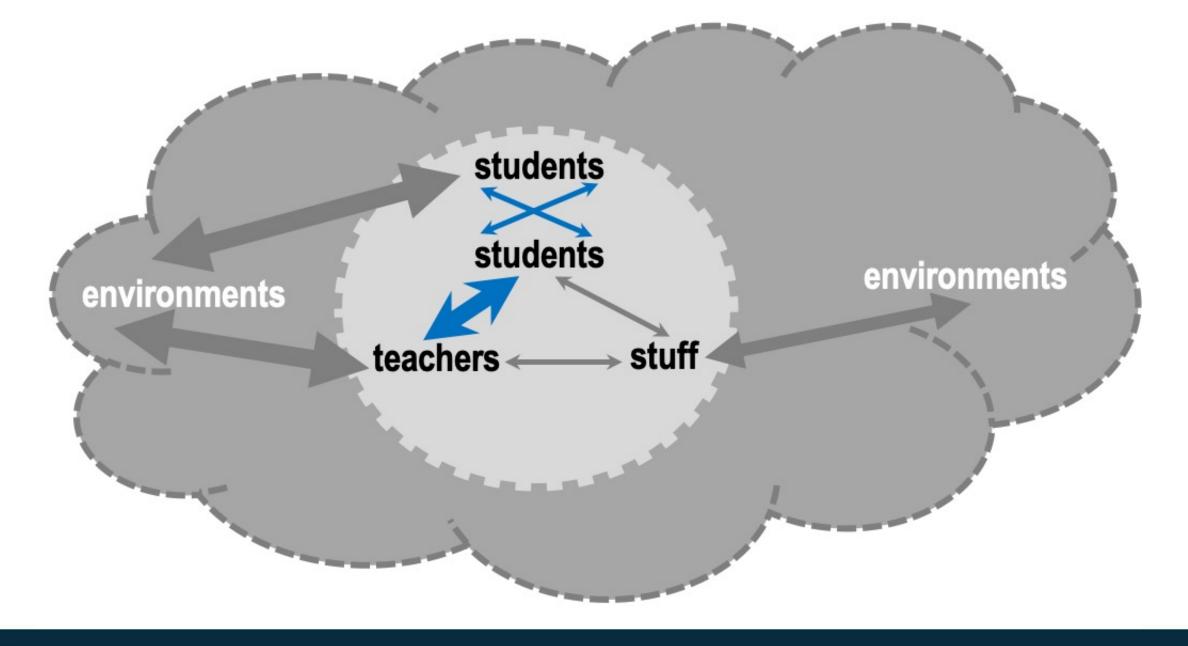




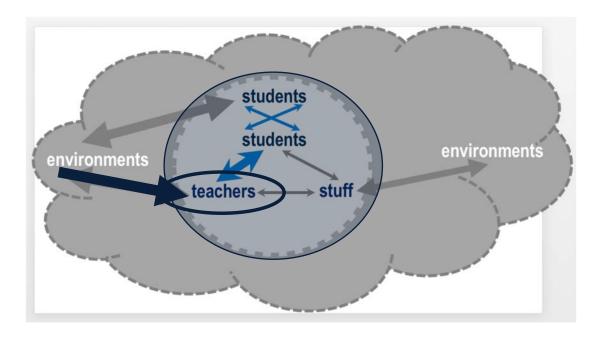
So what would be involved in our title — to "get up and stand up" to fight systemic injustice through teaching?

What is involved in disrupting this very successful curriculum of white supremacy?







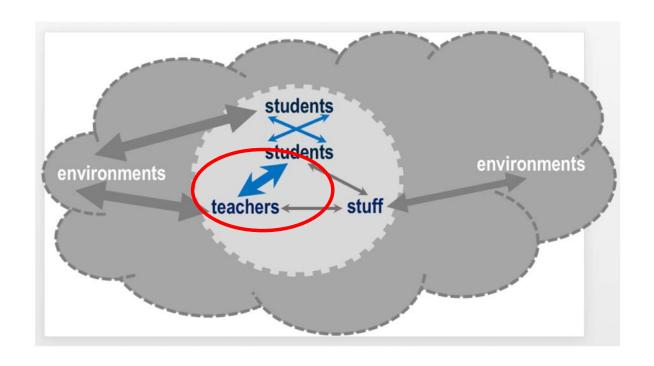


• Teaching is constrained by policies, curriculum, testing regimes. . .

 Teaching is highly idiosyncratic and individual.

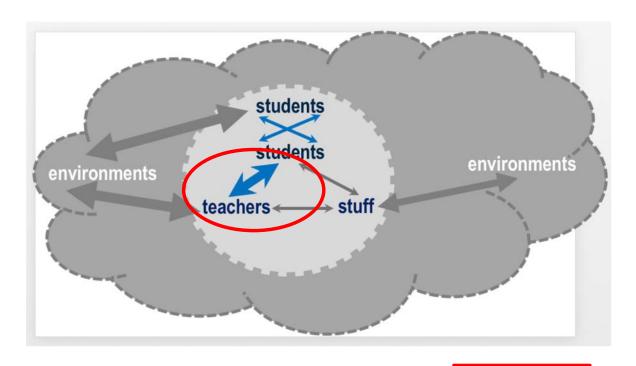
Lipsky (1980), Shulman (1983)







| Speaker               | Talk  | Discretionary space  |
|-----------------------|---|--|
| Teacher               | Who would like to try to explain what you think the answer is? And show us your reasoning by coming up to the board?  | Deciding when to open whole-group<br>discussion     Deciding what to do to launch<br>discussion  |
|                       | Who'd like to come up to the board and try to tell-   | 7 5  |
|                       | And you know, it might not be right. That's okay because<br>we're learning something new.   | 3. Framing the expectation for presenting  |
|                       | I'd like someone to come up and sort of be the teacher and<br>explain how you are thinking about it. Who'd like to try that<br>this maming?   | Framing of what it "coming to the<br>board" entails  |
| Teacher               | Okay, Aniyah?   | 5. Selecting a student to present  |
| Toni                  | Playing with hair   | 6. Deciding whether to comment   |
| Other<br>children     | Laying on arms  | 7. Deciding whether to comment   |
| Teacher               | When someone's presenting at the board, what should you be doing?   | Setting norms for what to do when a<br>student is presenting   |
| Students in<br>chorus | Looking at them.  | With the control of t |
| Teacher               | Looking at that person-   | 9. Responding to students  |
| Teacher               | Uh-huh?   | Taking up an individual student<br>question  |
| Aniyah                | You want me to write it?  |  |
| Teacher               | You're trying to mark what you think this number is and explain how you figured it out.   | 11. Clarifying task  |
| Teacher               | Listen closely and see what you think about her reasoning and her answer. (Aniyah writes 1/2 by the orange line).   | 12. Setting task for the other students  |
| Aniyah                | I put one-seventh because there's-  | •  |
| Tani                  | Did she say one-seventh?  | 13. Responding to student  |
| Aniyah                | (turns to Toni) Yeah. (continues to class) Because there's seven equal parts, like one, two, three, four, five, six, and then seven. (Uses her fingers to count the parts on the number Ane). |  |
| Teacher               | Before you agree or disagree, I want you to ask questions if there's something you don't understand about what she did.   | <ol> <li>Setting task for responding to student<br/>explanation</li> </ol>   |
|                       | No agreeing and disagreeing. Just- All you can do right now is ask Aniyah questions. Who has a question for her?  |  |
| Teacher               | Okay, Toni, what's your question for her?   | 15. Selecting student to speak   |
| Dante                 | You did not!  | 16. Responding to student speaking across room   |
| Tani                  | Why did- (laughs at another student who says something to<br>her from across the room)  | 17. Responding to student laughing   |
| Teacher               | Go ahead, it's your turn.   | 17. Responding to student laughing   |
| Toni                  | Why did you pick one-seventh?   | 1  |
| Dante                 | You did not   | 18. Responding to student speaking across room   |
| Teacher               | Let's listen to her answer now. That was a very good question.  | Setting task for class     Responding to student   |



20 in 1:28



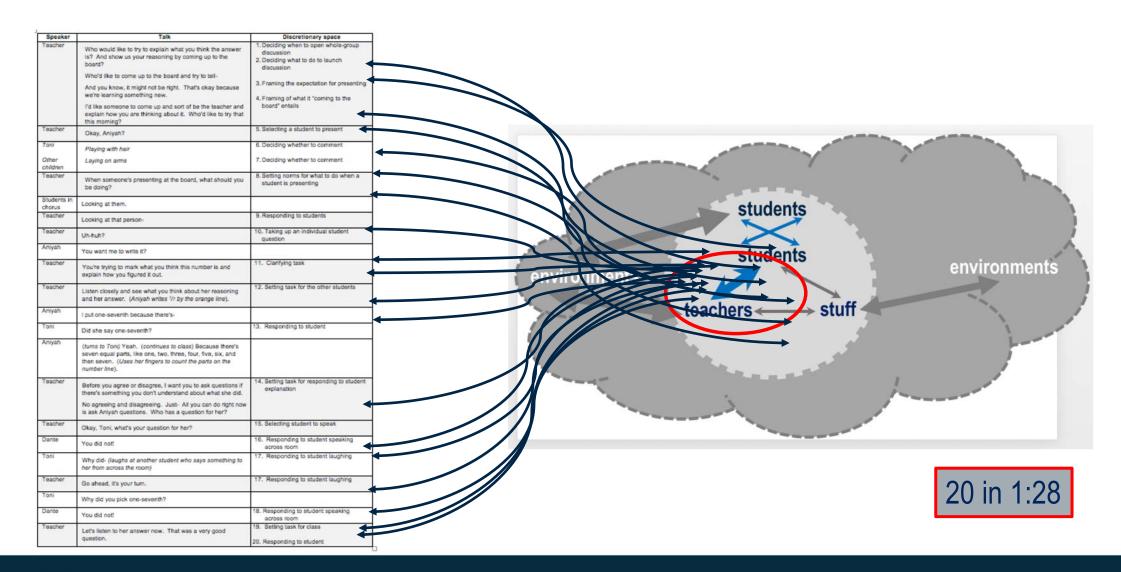
| Teacher               | Who would like to try to explain what you think the answer   | 1. Deciding  | AAAAA               |
|-----------------------|--|--|---------------------|
|                       | is? And show us your reasoning by coming up to the board?  Who'd like to come up to the board and try to tell- And you know, it might not be right. That's okay because we're learning something new.  If I like someone to come up and sort of be the teacher and | discussi 2. Deciding discussi 3. Framing 4. Framing board* e | eacher              |
|                       | explain how you are thinking about it. Who'd like to try that this maming?   | 100 Testerato  |                     |
| Teacher               | Okay, Aniyah?  | 5. Selectin  |                     |
| Toni                  | Playing with hair  | 6. Deciding  |                     |
| Other<br>children     | Laying on arms   | 7. Deciding  |                     |
| Teacher               | When someone's presenting at the board, what should you be doing?  | Setting norms for v     student is presentil                 |                     |
| Students in<br>chorus | Looking at them.   |  |                     |
| Teacher               | Looking at that person-  | 9. Responding to stud  |                     |
| Teacher               | Un-huh?  | <ol> <li>Taking up an individuestion</li> </ol>              | Other               |
| Aniyah                | You want me to write it?   | ×  | children            |
| Teacher               | You're trying to mark what you think this number is and explain how you figured it out.  | 11. Clarifying task  | Critical            |
| Teacher               | Listen closely and see what you think about her reasoning and her answer. (Aniyah writes 1/2 by the orange line).  | 12. Setting task for the                                     | B. (                |
| Aniyah                | I put one-seventh because there's-   | -  |                     |
| Toni                  | Did she say one-seventh?   | 13. Responding to stu  | ident               |
| Aniyah                | (turns to Toni) Yeah. (continues to class) Because there's seven equal parts, like one, two, three, four, five, six, and then seven. (Uses her fingers to count the parts on the number line).   |  |                     |
| Teacher               | Before you agree or disagree, I want you to ask questions if<br>there's something you don't understand about what she did.<br>No agreeing and disagreeing. Just- All you can do right now  | 14. Setting task for re-<br>explanation                      | sponding to student |
| Teacher               | is ask Aniyah questions. Who has a question for her?  Okay, Toni, what's your question for her?  | 15. Selecting student  | to speak            |
| Dante                 | You did not!   | 16. Responding to st   | udent speaking      |
| Toni                  | Why did- (laughs at another student who says something to<br>her from across the room)   | 17. Responding to  | Dante               |
| Teacher               | Go ahead, it's your turn.  | 17. Responding to  | Danto               |
| Toni                  | Why did you pick one-seventh?  |  |                     |
| Dante                 | You did not  | 18. Responding to :  |                     |
| Teacher               | Let's listen to her answer now. That was a very good   | 19. Setting task for   |                     |

Who would like to try to explain what you think the answer is? And show us your reasoning by coming up to the board? etudente Laying on arms environments

You did not!

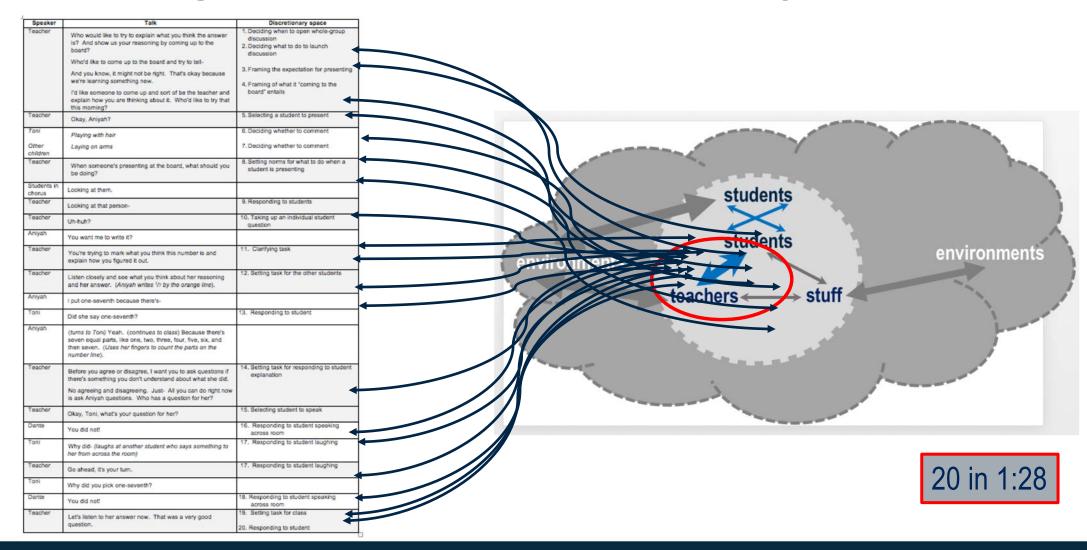
20 in 1:28







## Teaching is Dense with "Discretionary Spaces"

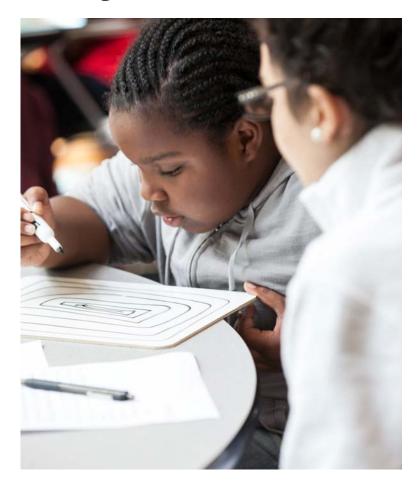




What number does the orange arrow point to? Explain how you figured it out.



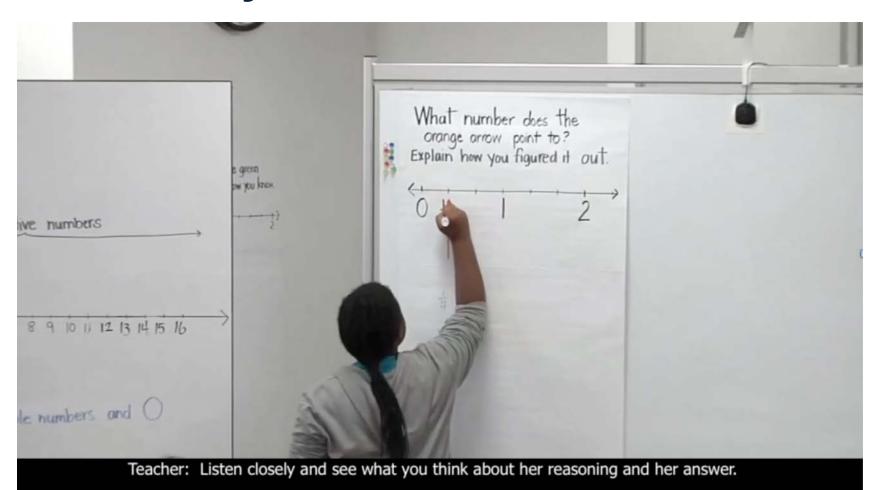
## **Aniyah and Toni**







## Video: Aniyah and Toni

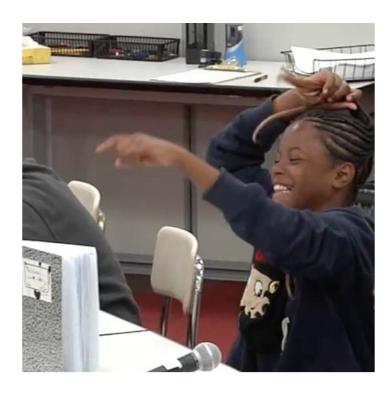


This video and additional supporting materials are available online <u>here</u>.



## Discretionary Spaces in Just These Few Seconds

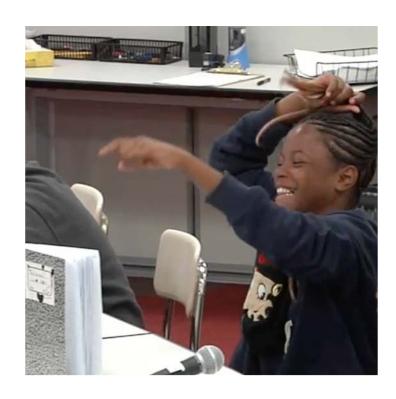
| Speaker                   | Talk   | Discretionary space   |  |
|---------------------------|--|---|--|
| Teacher                   | Who would like to try to explain what you think the answer is? And show us your reasoning by coming up to the board?  Who'd like to come up to the board and try to tel- And you know, it might not be right. That's ckay because with learning something new.  I'd like someone to come up and sort of be the teacher and explain how you are thinking about it. Who'd like to try that this monting? | Deciding when to open whole-group discussion     Deciding what to do to launch discussion     Framing the expectation for presenting     Framing of what it "coming to the board" entails |  |
| Teacher                   | Okay, Aniyah?  | 5. Selecting a student to present   |  |
| Tani<br>Other<br>children | Playing with hair<br>Laying on arms  | Deciding whether to comment     Deciding whether to comment   |  |
| Teacher                   | When someone's presenting at the board, what should you be doing?  | Setting norms for what to do when a<br>student is presenting  |  |
| Students in<br>chorus     | Looking at them.   | - 3/57 3/5 T. Marine (4/5/2009)   |  |
| Teacher                   | Looking at that person-  | 9. Responding to students   |  |
| Teacher                   | Un-huh?  | <ol> <li>Taking up an individual student<br/>question</li> </ol>  |  |
| Aniyah                    | You want me to write it?   | Acres (1 10000000 Child   |  |
| Teacher                   | You're trying to mark what you think this number is and explain how you figured it out.  | 11. Clarifying task   |  |
| Teacher                   | Listen closely and see what you think about her reasoning and her answer. (Aniyah writes 1/2 by the orange line).  | 12. Setting task for the other students   |  |
| Aniyah                    | I put one-seventh because there's-   |   |  |
| Toni                      | Did she say one-seventh?   | 13. Responding to student   |  |
| Aniyah                    | (turns to Toni) Yeah. (continues to class) Because there's seven equal parts, like one, two, three, four, five, six, and then seven. (Uses her fingers to count the parts on the number rine).   |   |  |
| Teacher                   | Before you agree or disagree, I want you to ask questions if<br>there's something you don't understand about what she did.<br>No agreeing and disagreeing. Just: All you can do right now<br>is ask Anjyah questions. Who has a question for her?  | 14. Setting task for responding to student<br>explanation   |  |
| Teacher                   | Okay, Toni, what's your question for her?  | 15. Selecting student to speak  |  |
| Dante                     | You did not!   | 16. Responding to student speaking<br>across room   |  |
| Toni                      | Why did- (laughs at another student who says something to her from across the room)  | 17. Responding to student laughing  |  |
| Teacher                   | Go ahead, it's your turn.  | 17. Responding to student laughing  |  |
| Toni                      | Why did you pick one-seventh?  |   |  |
| Dante                     | You did not!   | Responding to student speaking across room  |  |
| Teacher                   | Let's listen to her answer now. That was a very good question.   | Setting task for class     Responding to student  |  |





## Discretionary Spaces in Just These Few Seconds

| Speaker         | Talk   | Discretionary space   |   |  |
|-----------------|--|---|---|--|
| eacher          | Who would like to try to explain what you think the answer is? And show us your reasoning by coming up to the board?  Who'd like to come up to the board and try to tell-                      | Deciding when to open whole-group<br>discussion     Deciding what to do to launch<br>discussion |   |  |
|                 | And you know, it might not be right. That's okay because we're learning something new.   | 3. Framing the expectation for presenting   |   |  |
|                 | I'd like someone to come up and sort of be the teacher and<br>explain how you are thinking about it. Who'd like to try that<br>this marning?   | Framing of what it "coming to the<br>board" entails   |   |  |
| eacher          | Okay, Aniyah?  | 5. Selecting a student to present   |   |  |
| Tani            | Playing with hair  | 6. Deciding whether to comment  |   |  |
| ther<br>hildren | Laying on arms   | 7. Deciding whether to comment.   |   |  |
| eacher          | When someone's presenting at the board, what should you be doing?  | Setting norms for what to do when a student is presenting                                       |   |  |
| tudents in      | Looking at them.   |   |   |  |
| eacher          | Looking at that person-  | 9. Responding to students   |   |  |
| eacher          | Uh-huh?  |   | <u>'</u>                                |  |
| niyah           | You want me to write it?   | ni l  | 152.2555 W 1218.255                     |  |
| eacher          | You're trying to mark what you think !<br>explain how you figured it out.  | "   | Did she say one-seventh?                |  |
| eacher          | Listen closely and see what you think and her answer. (Aniyah writes 1/r b)  |   | 0.000.00.00.00.00.00.00.00.00.00.00.00. |  |
| niyah           | I put one-seventh because there's-   |   |   |  |
| oni             | Did she say one-seventh?   | 13. Responding to student   |   |  |
| niyah           | (turns to Toni) Yeah. (continues to class) Because there's seven equal parts, like one, two, tiree, four, five, six, and then seven. (Uses her fingers to count the parts on the number line). | Toni  | Why did /laugha at another              |  |
| eacher          | Before you agree or disagree, I want you to ask questions if there's something you don't understand about what she did.  |   | Why did- (laughs at another             |  |
|                 | No agreeing and disagreeing. Just- All you can do right now is ask Aniyah questions. Who has a question for her?   |   | student who says something to           |  |
| eacher          | Okay, Toni, what's your question for her?  | † <b> </b>  | her from across the room)               |  |
|                 | You did not!   | † <b> </b>  |   |  |
| ante            | You did not:   |   | ,                                       |  |
| ante            | Why did- (laughs at another student who says something to<br>her from across the room)   |   |   |  |
| oni             | Why did- (laughs at another student who says something to  | 17. Responding to student laughing  |   |  |
| ini<br>nacher   | Why did- (laughs at another student who says samething to<br>her from across the room)   |   |   |  |
| -707            | Why did- (laughs at another student who says something to<br>her from across the room)  Go ahead, it's your turn.  |   | oni                                     |  |





## Discretionary Spaces in Just These Few Seconds

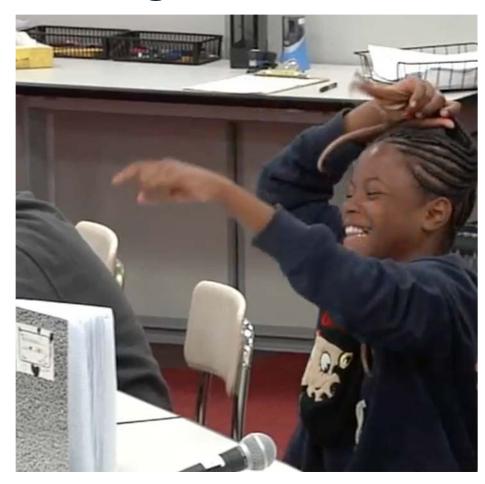
| Who would like to try to explain what you think the answer is? And show us your reasoning by coming up to the board?  Who'd like to come up to the board and try to tel- And you know, it might not be right. That's okay because we're learning something new.  I'd like someone to come up and sort of be the teacher and explain how you are thinking about it. Who'd like to try that this morning?  Okay, Aniyah? | Deciding when to open whole-group discussion     Deciding what to do to launch discussion     Framing the expectation for presenting     Framing of what it "coming to the board" entails  |  |
|--|--|--|
| this morning?  |  |  |
| Okay, Ariyani  | 5. Selecting a student to present  |  |
|  | 6. Deciding whether to comment   |  |
| Playing with hair Laying on arms   | 7. Deciding whether to comment.  |  |
| When someone's presenting at the board, what should you be doing?  | Setting norms for what to do when a student is presenting  |  |
| Looking at them.   |  |  |
| Looking at that person-  | 9. Responding to students  |  |
| Un-huh?  | <ol> <li>Taking up an individual student<br/>question</li> </ol>   |  |
| You want me to write it?   |  |  |
| You're trying to mark what you think this number is and explain how you figured it out.  | 11. Clarifying task  |  |
| Listen closely and see what you think about her reasoning and her answer. (Aniyah writes 1/2 by the orange line).  | 12. Setting task for the other students  |  |
| I put one-seventh because there's-   |  |  |
| Did she say one-seventh?   | 13. Responding to student  |  |
| (turns to Toni) Yeah. (continues to class) Because there's seven equal parts, like one, two, three, four, five, six, and then seven. (Uses her fingers to count the parts on the number fine).   |  |  |
| Before you agree or disagree, I want you to ask questions if there's semething you don't understand about what she did.<br>No agreeing and disagreeing. Just- All you can do right now is ask Ariyah questions. Who has a question for her?  | 14. Setting task for responding to student<br>explanation  |  |
| Okay, Toni, what's your question for her?  | 15. Selecting student to speak   |  |
| You did not!   | 16. Responding to student speaking across room   |  |
| Why did- (laughs at another student who says something to her from across the room)  | 17. Responding to student laughing   |  |
| Go ahead, it's your turn.  | 17. Responding to student laughing   |  |
| Why did you pick one-seventh?  |  |  |
| You did not!   | Responding to student speaking across room   |  |
| Let's listen to her answer now. That was a very good question.   | 19. Setting task for class 20. Responding to student   |  |
|  | Laying on arms  When someone's presenting at the board, what should you be doing?  Looking at that person- Un-hour?  You want me to write it?  You're trying to mark what you think this number is and explain how you figured it out.  Listen closely and see what you think about her reasoning and her answer. (Anlyah writes 1/7 by the orange line).  I put one-seventh because there's.  Did she say one-seventh?  (furns to Tong) Yeah. (continues to class) Because there's seven equal parts, like one, two, three, four, five, six, and then seven. (Unse her fingers to count the parts on the number line).  Before you agree or disagnee, I want you to ask questions if there's something you don't understand about what she did. No agreeing and disagreeing. List. All you can do right now is ask Ariyah questions. Who has a question for her?  You did not!  Why did, lisughs at another student who says something to her from across the room)  Go ahead, it's your turn.  Why did you pick one-seventh?  You did not!  Let's listen to her answer now. That was a very good |  |







## **Seeing Inside Discretionary Space #19**



(Gholson, Evan-Winter, Neal-Jackson)

- Toni is asking a question of Aniyah.
- Toni is laughing and playing with her hair.
- Toni and Aniyah are Black girls, who are positioned with different statuses in the classroom, have different physical embodiments, and perform their meanings and understandings of their Black-girlness in different ways.

What to do next?

## What to Do Next in Discretionary Space #19?

- "Toni, when you're ready to participate appropriately by not playing with your hair and laughing, and have a question to ask, I will come back to you."
- "You need to be a better listener, Toni. Aniyah already explained why she picked one-seventh. Who else has a real question for Aniyah?"
- "What do others think?"



## What Does Each of These Different Exercises of Discretion Do?

### **POSSIBLE NEXT MOVES**

- "Toni, when you're ready to participate appropriately by not playing with your hair and laughing, and have a question to ask, I will come back to you."
- "You need to be a better listener, Toni.
   Aniyah already explained why she picked one-seventh. Who else has a real question for Aniyah?"
- "What do others think?"

### **POSSIBLE RESULTS**

Toni is publicly excluded from the discussion.

- Toni is judged to not be listening, her question is judged as not good, and she is excluded from the discussion.
- Toni is excluded and her mathematical point is sidelined.



## What Do These Three Different Teaching Moves Do to Toni and the Other Children?

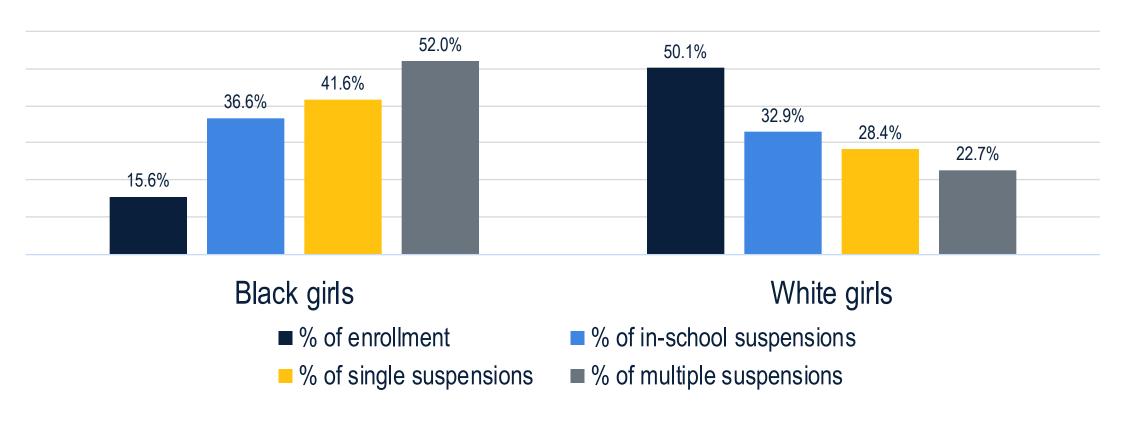


- Toni's contributions to the class are not read as appropriate or valuable.
- Her participation and mathematical attentiveness are made invisible.
- Her mathematical identity is not supported.
- These combine to eclipse her humanity.



- Toni is named as being a distraction, mocking Aniyah, and as playing with her hair.
- She is not seen as someone who contributes to math discussions, or who asks good questions.
- These combine to images of Black girls as "troublemakers" and not "good at math."

## Looking at the Micro Through the Macro: Discretionary Spaces and the Curriculum of White Supremacy



Epstein, Blake, & González (2017)



## Video: Aniyah and Toni



This video and additional supporting materials are available online <u>here</u>.

Toni: Why did you pick one-seventh? Student: You did not.



# Using a Discretionary Space to Disrupt Instead of Perpetuate the Pattern



- Reading Toni as asking a real question that she means
- Hearing Toni's question as central to the advancing of the mathematical content
- Reinforcing her mathematical identity, not choosing to read her body as disruptive



- Other children hear Toni being read as asking an important mathematical question
- Toni is positioned as a contributor to the discussion
- Children see a teacher attending to a Black girl's thinking and not as someone making trouble







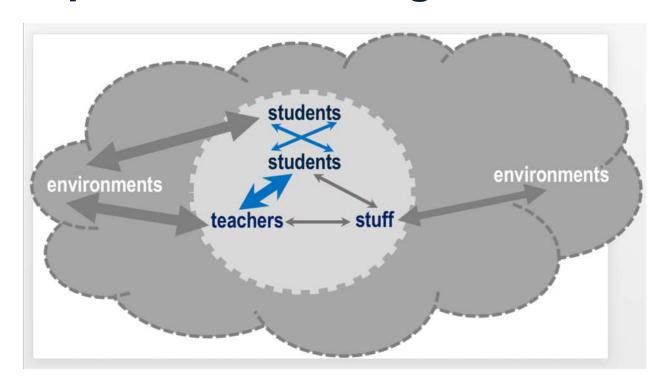




What would it take to learn to use the discretionary spaces in teaching in ways that disrupt the curriculum of white supremacy, instead of reinforcing and perpetuating it?



## What Regularly Fills the Discretionary Spaces in Teaching?



- 1. Teachers' experiences in a society filled with racism and oppression.
- 2. Normalized practices in schools that institutionalize dominant values and habits.

Lortie (1975), Banks, Grant and Koskela, Moll Anyon (1981), Heath, Martin, Tuck



# What Regularly Fills the Discretionary Spaces in Teaching?

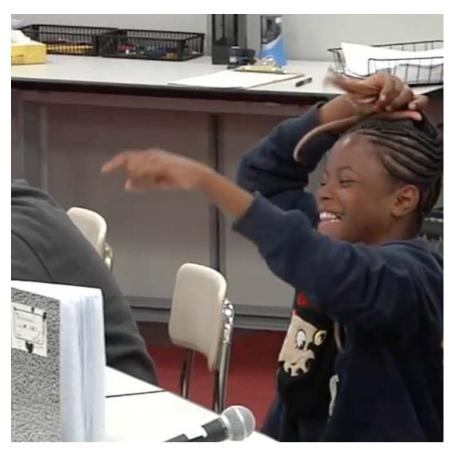
environments students environments teachers stuff

Lortie (1975), Banks, Grant and Koskela, Moll Anyon (1981), Heath, Martin, Tuck Professional education does not effectively intervene on these.

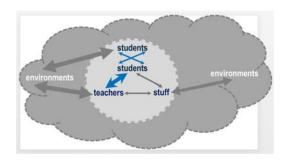
- 1. Teachers' experiences in a society filled with racism and oppression.
- 2. Normalized practices in schools that institutionalize dominant values and habits.

Professional education and teaching experience often teach these.





- Seeing Toni's question as key to the class's work
- Taking as axiomatic the brilliance of Black children, and thus Toni and Aniyah

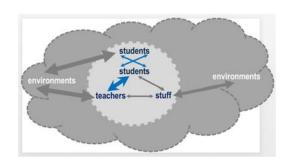




- Seeing Toni's question as key to the class's work
- Taking as axiomatic the brilliance of Black children, and thus Toni and Aniyah

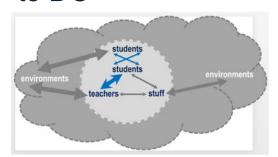
Knowing and using mathematics in teaching (MKT)

Interpreting Toni
as asking a
mathematical
question that she
means





- Seeing Toni's question as key to the class's work
- Taking as axiomatic the brilliance of Black children, and thus Toni and Aniyah
- . . . AND having something different to DO



Knowing and using mathematics in teaching (MKT)

Interpreting Toni
as asking a
mathematical
question that she
means

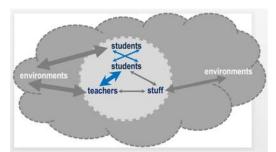


Seeing Toni's question as key to the class's work

 Taking as axiomatic the brilliance of Black children, and thus Toni and Aniyah

• . . . AND having something different

to DO



using mathematics in teaching (MKT)

Knowing and

Interpreting Toni
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question that she
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Having a

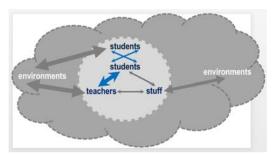
repertoire of

practices that

can be adapted and used in contexts



## Disruption Requires Commitment and Learning



... knowledge, awareness, beliefs, commitments

- Seeing how racism and white supremacy permeate us, our institutions, and our patterns of practice
- Understanding oneself and one's identity and positionality in that history and experience of white supremacy
- Seeing the discretionary spaces that fill our practice
- Being committed to using those discretionary spaces to disrupt patterns of racism

- ... knowledge, skill, judgment, adaptability
  - Understanding Black children as brilliant instead of as "struggling" or "exceptional"
  - Knowing content deeply to be able to hear and use children's ideas
  - Developing broad and sensitive capability with language and communication
  - Having a repertoire of teaching practices and nuanced skills at using them responsively in contexts
  - Developing language, reasoning, and skills for continuing to grow and learn







How do teachers support students to build ideas through discussion while ensuring that we are disrupting patterns of inequities in classrooms? Join us for this synchronous daily...



**Enabling Equitable** 

Join us for an asynchronous

Teaching/Auris

Jul 20 - Jul 25, 2020

the work of creating classroom environments in which students are

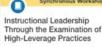
Discourse

Participation in Classroom

opportunity to learn how to demystify

invited, empowered, and motivated.

Jul 20 - Jul 25, 2020 S250



Join us for this synchronous workshop focused on methods for observing and giving feedback on particular high-leverage practices. including strategies and protocols...



Jul 20 - Jul 25, 2020 \$250

This session will provide an

opportunity for school administrators.

to advance their observation and

coaching practice to focus on...

Jul 20 - Jul 25, 2020

mentor teachers, coaches, and others



Mathematical Practices,

Teaching Practices, and

Social Justice: Making...

workshop to work with colleagues

from across the country to connect

students' work with mathematical

practices, teaching practices, and...

Join us for this synchronous





Instructional Leadership: for Teaching: Exploring the Coaching to Interrupt tasks of the EML Normative Teaching...

> Are you interested in building your own knowledge of mathematical tasks and how students understand them? Join us July 20 - 24, 2020 for an asynchronous session



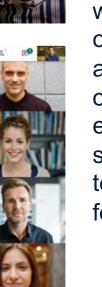
Jul 20 - Jul 25, 2020





**Education Program** Focused on...

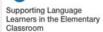




This takes collective professional and personal work.

The workshops and interactions in the week ahead offer one such opportunity and resources for our ongoing work as educators in the struggle to use teaching as a force for justice.

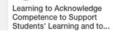














Developing a Teacher



(Re)Considering and

upporting Home-Based

We who believe in freedom cannot rest We who believe in freedom cannot rest until it comes

Until the killing of Black men, Black mothers' sons

Is as important as the killing of white men, white mothers' sons

That which touches me most
Is that I had a chance to work with people
Passing on to others that which was passed on
to me

To me young people come first
They have the courage where we fail
And if I can but shed some light as they carry us
through the gale

Music: "Ella's Song," written by Dr. Bernice Johnson Reagon and performed by Sweet Honey in the Rock (available on Spotify here)

The older I get the better I know that the secret of my going on

Is when the reins are in the hands of the young, who dare to run against the storm

Not needing to clutch for power

Not needing the light just to shine on me

I need to be one in the number as we stand against tyranny

Struggling myself don't mean a whole lot, I've come to realize

That teaching others to stand up and fight is the only way my struggle survives

I'm a woman who speaks in a voice and I must be heard

At times I can be quite difficult, I'll bow to no man's word







"To me young people come first, they have the courage where we fail . . ."

"... teaching others to stand up and fight is the only way my struggle survives ..."

Music: "Ella's Song," written by Dr. Bernice Johnson Reagon and performed by Sweet Honey in the Rock (available on Spotify here)









### This is our work. To build teaching as a force for justice.

Our power is in our collective efforts to get up, to stand up . . . . . .

...to learn, to grow, to share, and to push forward with the fight.





What if we recognized this moment as also a possibility to reconfigure life towards the world we want?
What kinds of new questions would we ask, what kinds of reimagining might we do together?

Na'ilah Suad Nasir and Megan Bang, Spencer Foundation (2020)



### Thank You: Colleagues and Students

### Colleagues

- Chandra Alston
- LaTisha Ballard
- Hyman Bass
- Alyssa Brandon
- Monique Cherry-McDaniel
- Nicole Cirino
- Francesca Forzani
- Nicole Garcia
- Maisie Gholson
- Imani Goffney
- Simona Goldin

- Mark Hoover
- Debi Khasnabis
- Cheryl McPherson
- Carla O'Connor
- Mikkaka Overstreet
- Carla Shalaby
- Kara Suzuka
- Kathryn Taylor
- Kyana Taylor
- Camille Wilson
- Suzanne Wilson

### **Students**

- Karen Ahn
- Gabrielle Bernal
- Annie Blais
- Amber Davis
- Rosalie DeFino
- Kolby Gadd
- Rebecca Gadd
- Susanna Farmer
- Lauren Hickman

- Lindsey Mann
- Blake Noel
- Darrius Robinson
- Sabrina Salazar
- Emily Theriault-Kimmey
- William Waychunas
- Charles Wilkes
- Amber Willis



# THANK YOU! dball@umich.edu Slides will be available on my website https://deborahloewenbergball.com/ ("Google" Deborah Ball)



Image on slides 2 and 57: "Ripped Fabric Image" by clker user >\\SAS.
Retrieved from http://www.clker.com/clipart-488659.html#



Images on slide 3: Interactive Coronavirus map and graph from *The New York Times*Retrieved from https://www.nytimes.com/interactive/2020/world/coronavirus-maps.html

By The New York Times Updated July 19, 2020, 8:31 A.M. E.T.



TOTAL CASES

14.2 million+
DEATHS
602,292
Includes confirmed and probable





Image on slide 3:

Photo from "As hospitals focus on coronavirus, patients with other illnesses wait in fear," by Ellie Kaufman, CNN

Retrieved from <a href="https://www.cnn.com/2020/04/04/health/sick-without-covid-wellness/index.html">https://www.cnn.com/2020/04/04/health/sick-without-covid-wellness/index.html</a>



Image on slide 3:

Photo from "World virus cases top 6 mln as leaders disagree on pandemic response," *The Edition* Retrieved from <a href="https://edition.mv/world/16988">https://edition.mv/world/16988</a>



Image on slide 4:

Photo from "Cuomo Allows Businesses to Deny Entry to Customers Not Wearing Masks" by Alexa Lardieri, *U.S. News & World Report*.

Retrieved from <a href="https://www.usnews.com/news/national-news/articles/2020-05-28/andrew-cuomo-allows-businesses-to-deny-entry-to-customers-not-wearing-masks">https://www.usnews.com/news/national-news/articles/2020-05-28/andrew-cuomo-allows-businesses-to-deny-entry-to-customers-not-wearing-masks</a>



Image on slide 4:

Photo from "Should my kid wear a face mask? What parents need to know" by Grace Dickinson, *The Philadelphia Enquirer* 

Retrieved from <a href="https://www.inquirer.com/family/kids-masks-facemask-coronavirus-covid19-mask-size-20200428.html">https://www.inquirer.com/family/kids-masks-facemask-coronavirus-covid19-mask-size-20200428.html</a>



Image on slide 4:

Photo from "How the fatality rate of Coronavirus changes with age" by Niall McCarthy, *World Economic Forum* 

Retrieved from <a href="https://www.weforum.org/agenda/2020/03/coronavirus-covid19-cov2-wuhan-china-virus-disease-risks-fatality-rates">https://www.weforum.org/agenda/2020/03/coronavirus-covid19-cov2-wuhan-china-virus-disease-risks-fatality-rates</a>



Image on slide 4 and 55:

Photo from "Should your child wear a face mask in public? How do I get my child to wear a face mask?" by Amber Diaz and Sarah Cody, *News 8 WTHN*.

Retrieved <a href="https://www.wtnh.com/on-air/connecticut-families/should-your-child-wear-a-mask-how-do-i-get-my-child-to-wear-a-face-mask/">https://www.wtnh.com/on-air/connecticut-families/should-your-child-wear-a-mask-how-do-i-get-my-child-to-wear-a-face-mask/</a>



Image on slide 5:

Photo from "Why you shouldn't help your kids with their homework," by A. Pawlowski, *Today* Retrieved from <a href="https://www.today.com/parents/why-you-shouldnt-help-your-kids-their-homework-1D79558306">https://www.today.com/parents/why-you-shouldnt-help-your-kids-their-homework-1D79558306</a>



Image on slides 5 and 55:

Photo from "COVID-19: Education becomes another victim of coronavirus" by Eric Marks, *This is Reno*. Retrieved from <a href="https://thisisreno.com/2020/04/covid-19-education-becomes-another-victim-of-coronavirus/">https://thisisreno.com/2020/04/covid-19-education-becomes-another-victim-of-coronavirus/</a>



Image on slide 5:

Photo from "How to help children with ADHD thrive in a virtual schoolhouse" by Kristen Rogers, *CNN*. Retrieved from <a href="https://www.cnn.com/2020/05/23/health/online-school-children-adhd-coronavirus-wellness/index.html">https://www.cnn.com/2020/05/23/health/online-school-children-adhd-coronavirus-wellness/index.html</a>



Image on slide 5 and 55:
Photo from "Imagine math a home," *Imagine Learning*.
Retrieved from https://www.imaginelearning.com/at-home



Image on slide 6: Screen capture from Brittany Packnett Cunningham's Facebook page. Retrieved from <a href="https://www.facebook.com/MsPackyetti/posts/560564601233456">https://www.facebook.com/MsPackyetti/posts/560564601233456</a>

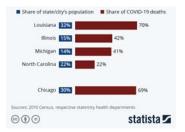


Image on slide 6: Graph from "COVID-19's Devastating Impact On African Americans," by Niall McCarthy, *statista* Retrieved from <a href="https://www.statista.com/chart/21364/african-american-share-of-covid-19-deaths/">https://www.statista.com/chart/21364/african-american-share-of-covid-19-deaths/</a>

CHIC GAINERT - JOHN CRAWFORD B - MICHAEL BROWN - EZELL FORM DANTE PARKER, MICHAEL CUSCARIA - LAQUAM MICHOMALD - GOTOGE MANN TANISHA, ANDDRSON - JACKA GUILLY - TAMER RICC - RUMAN BRISCON - JERAME RICO MATTHEWA ABBOLIC - FANDER MARTH - ANALYSIA MECKEDA - 1007 W FORMERON - ANALYSIA METATAWA AND THAT ANALYSIA METATAWA AND THAT ANALYSIA METATAWA AND THAT ANALYSIA METATAWA AND THAT ANALYSIA METATAWA ANALYSIA METATAWA ANALYSIA METATAWA - SENDING CRAY - JOSEPH MANN - SALVADO ELLAWOO - SAMON BLAND ALBERT JOSEPH DAMIS - DARRIGH STEMMAT - BILLY MAY DAWS - SAMOLL DORDOL ALBERT JOSEPH DAMIS - DARRIGH STEMMAT - BILLY MAY DAWS - SAMOLL DORDOL ALBERT JOSEPH DAMIS - DARRIGH DAW - GHINTIAN TAYLOR - THEY ROBBION ALBERT JOSEPH DAWS - DARRIGH DAW - GHINTIAN TAYLOR - THEY ROBBION ALBERT JOSEPH DAWS - PATEGOS BROWN - DORNOC KITCHWEDN - ANTHONY ASSENDED MICHAEL LEE MARSHALL - JAMANI CLARK - ROCHARD PRINCES - MATTEMATE BROSS MICHAEL LEE MARSHALL - JAMAN CLARK - ROCHARD PRINCES - MATTEMATE BROSS MICHAEL LEE MARSHALL - JAMAN CLARK - ROCHARD PRINCES - MATTEMATE BROSS MICHAEL LEE MARSHALL - JAMAN CLARK - ROCHARD PRINCES - MATTEMATE BROSS MICHAEL LEE MARSHALL - JAMAN CLARK - ROCHARD PRINCES - MATTEMATE BROSS MICHAEL LEE MARSHALL - JAMAN CLARK - ROCHARD PRINCES - MATTEMATE BROSS MICHAEL LEE MARSHALL - JAMAN CLARK - ROCHARD PRINCES - MATTEMATE BROSS MICHAEL LEE MARSHALL - JAMAN CLARK - ROCHARD PRINCES - MATTEMATE BROSS MICHAEL LEE MARSHALL - AND STEMMAR - PRINCIPLO - ROCHARD - MATTEMATE BROSS ROBINGON - KEVIN BROSS - ANALY MATTEMATE - PRINCIPLO - MATTEMATE - MATTEMATE - TRUTCHE - MATTEMATE - MATTEMATE - TRUTCHE - MATTEMATE - MAT

Image on slide 7:

Graphic from "A Decade Of Watching Black People Die" by Code Switch, *National Public Radio*. Retrieved from <a href="https://www.npr.org/2020/05/29/865261916/a-decade-of-watching-black-people-die">https://www.npr.org/2020/05/29/865261916/a-decade-of-watching-black-people-die</a>

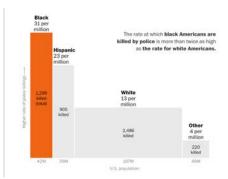


Image on slide 8:

Graph from "Fatal Force," Washington Post.

Retrieved from <a href="https://www.washingtonpost.com/graphics/investigations/police-shootings-database/">https://www.washingtonpost.com/graphics/investigations/police-shootings-database/</a>



Image on slide 9:

Photo from "The Black Lives Matter protests preview the politics of a diversifying America" by Ronald Brownstein, *CNN*.

Retrieved from <a href="https://www.cnn.com/2020/06/23/politics/black-lives-matter-support-impact/index.html">https://www.cnn.com/2020/06/23/politics/black-lives-matter-support-impact/index.html</a>





Image on slide 11:

Photo from "Protest erupts in Phoenix after viral video shows police fatally shooting man in parked car," by Allyson Chiu, *The Washington Post* 

Retrieved from <a href="https://www.washingtonpost.com/nation/2020/07/06/phoenix-protest-police-shooting/">https://www.washingtonpost.com/nation/2020/07/06/phoenix-protest-police-shooting/</a>

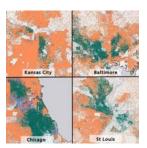


Image on slide 11:

Graphic from "Why don't black and white Americans live together?," by Rajini Vaidyanathan, BBC News

Retrieved from <a href="https://www.bbc.com/news/world-us-canada-35255835">https://www.bbc.com/news/world-us-canada-35255835</a>



Image on slide 11:

Graphic from "Housing Segregation In Everything" by Code Switch, *National Public Radio*. Retrieved from <a href="https://www.npr.org/sections/codeswitch/2018/04/11/601494521/video-housing-segregation-in-everything">https://www.npr.org/sections/codeswitch/2018/04/11/601494521/video-housing-segregation-in-everything</a>





### Being uninsured is deadly.

A comprehensive review of studies, published in the Annals of Internal Medicine, confirms that thousands of people die each year because they don't have coverage. We need to close these gaps and cover everybody with improved Medicare for all.





Image on slide 11:

Graphic from "The Criminal Justice Reform Plans of 2020: And Why Kamala Harris' is the Best," by Mia Brett, *Medium* 

Retrieved <a href="https://medium.com/@miabrett/the-criminal-justice-reform-plans-of-2020-and-why-kamala-harris-is-the-best-e764db85c728">https://medium.com/@miabrett/the-criminal-justice-reform-plans-of-2020-and-why-kamala-harris-is-the-best-e764db85c728</a>

Image on slide 11:

Graphic from "Lack of health insurance and U.S. mortality," *PNHP*Retrieved from https://pnhp.org/news/lack-of-health-insurance-and-u-s-mortality/

Image on slides 12–14, 22, and 44:

Photo from "Why You Need an Experienced Real Estate Agent" by Elizabeth Weintraub, *the balance*. Retrieved from <a href="https://www.thebalance.com/experienced-real-estate-agents-1798883">https://www.thebalance.com/experienced-real-estate-agents-1798883</a>





Image on slides 12-14, 22, and 44:

Photo from "Black doctors earn less than white peers, study reveals" by Stacy M. Brown, *The Philadelphia Tribune*.

Retrieved from <a href="https://www.phillytrib.com/lifestyle/health/black-doctors-earn-less-than-white-peers-study-reveals/article">https://www.phillytrib.com/lifestyle/health/black-doctors-earn-less-than-white-peers-study-reveals/article</a> 2d359910-85c8-524b-b6d2-15d1705ad762.html



Image on slides 12–14, 22, and 44: "Police." by Flickr user G20 Voice Licensed under a Creative Commons Attribution 2.0 Generic License <a href="https://creativecommons.org/licenses/by/2.0/">https://creativecommons.org/licenses/by/2.0/</a>



Image on slides 13, 14, 22, and 44:

Photo from "20 Classroom Interventions for Children with Anxiety Disorders" by Jerry Kennard, Ph.D., HealthCentral. Retrieved from <a href="https://www.healthcentral.com/article/20-classroom-interventions-for-children-with-anxiety-disorders">https://www.healthcentral.com/article/20-classroom-interventions-for-children-with-anxiety-disorders</a>

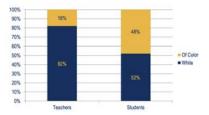




Image on slides 14, 22, and 44:

Photo from "10 Ways Well-Meaning White Teachers Bring Racism Into Our Schools" by Jamie Utt, everyday feminism. Retrieved from https://everydayfeminism.com/2015/08/10-ways-well-meaning-white-teachers-bring-racism-into-our-schools/





Data on slide 16:

Center for American Progress. (2014). Teacher diversity revisited: A new state-by-state analysis. Washington, DC: Boser.

Retrieved from https://cdn.americanprogress.org/wp-content/uploads/2014/05/TeacherDiversity.pdf



Image on slide 17:

Photo from "19th Amendment Centennial Celebration."

Retrieved from https://www.ctbar.org/events-education/19th-amendment-centennial-scavenger-hunt





Image on slide 17:
Photo from "When Did African Americans Actually Get the Right to Vote?," by Sarah Pruit, *History.com*.
Retrieved from <a href="https://www.history.com/news/african-american-voting-right-15th-amendment">https://www.history.com/news/african-american-voting-right-15th-amendment</a>



Image on slide 17: Image from "First Thanksgiving Meal," *History.com*. Retrieved from <a href="https://www.history.com/topics/thanksgiving/first-thanksgiving-meal">https://www.history.com/topics/thanksgiving/first-thanksgiving-meal</a>



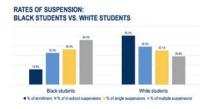
Image on slide 17: Image from "Slavery: Good Times," by Janet S., *Racespective*. Retrieved from <a href="https://racespective.com/2015/07/06/54/">https://racespective.com/2015/07/06/54/</a>



Image on slide 17:

Photo from "The Scourged Back: How Runaway Slave and Soldier Private Gordon Changed History" by Frank H. Goodyear, III, *America's Black Holocaust Museum*.

Retrieved from <a href="https://abhmuseum.org/the-scourged-back-how-runaway-slave-and-soldier-private-gordon-changed-history/">https://abhmuseum.org/the-scourged-back-how-runaway-slave-and-soldier-private-gordon-changed-history/</a>



Data on slide 19–21:

2013–14 Discipline Estimations by Discipline Type, U.S. Department of Education Retrieved from <a href="https://ocrdata.ed.gov/StateNationalEstimations/Estimations">https://ocrdata.ed.gov/StateNationalEstimations/Estimations</a> 2013 14

BLACK BOYS MAKE UP:



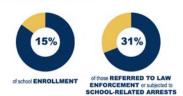


Data on slide 19-21:

Office for Civil Rights. (2018). 2015–16 Civil Rights Data Collection: School Climate And Safety. Washington, DC: U.S. Department of Education.

Retrieved from <a href="https://www2.ed.gov/about/offices/list/ocr/docs/school-climate-and-safety.pdf">https://www2.ed.gov/about/offices/list/ocr/docs/school-climate-and-safety.pdf</a>

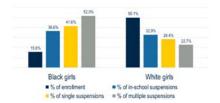
#### BLACK STUDENTS MAKE UP:



Data on slide 19–21:

Office for Civil Rights. (2018). 2015–16 Civil Rights Data Collection: School Climate And Safety. Washington, DC: U.S. Department of Education.

Retrieved from <a href="https://www2.ed.gov/about/offices/list/ocr/docs/school-climate-and-safety.pdf">https://www2.ed.gov/about/offices/list/ocr/docs/school-climate-and-safety.pdf</a>



Data on slide 41:

Epstein, R., Blake, J., & González, T. (2017). *Girlhood interrupted: The erasure of Black girls' childhood*. Washington, DC: Georgetown Law Center on Poverty and Inequality.

Retrieved from <a href="https://www.law.georgetown.edu/poverty-inequality-center/wp-content/uploads/sites/14/2017/08/girlhood-interrupted.pdf">https://www.law.georgetown.edu/poverty-inequality-center/wp-content/uploads/sites/14/2017/08/girlhood-interrupted.pdf</a>



Image on slide 53:

Photo from "Teachers Share How Often Their Schools Talk About Race," by Joanna Breault., We Are Teachers.

Retrieved from https://www.weareteachers.com/race-equity-teacher-pd/





Image on slide 53:

Photo from "See up to 16 Google Meet participants at once with tiled layout," *Gsuite Updates*. Retrieved from <a href="https://gsuiteupdates.googleblog.com/2020/04/see-up-to-16-google-meet-participants.html">https://gsuiteupdates.googleblog.com/2020/04/see-up-to-16-google-meet-participants.html</a>