

## GATHERING YOUR PEOPLE: WORKING WITH ANTIRACIST (AND NOT-SO ANTIRACIST) EDUCATORS

### KEY IDEAS

- Your antiracist education community may be comprised of many different stakeholders, those who share your identities, and those who broaden your perspective.
- Antiracist educators believe there is potential in educators who may be demonstrating resistance. The key is to remain true to your antiracist values.
- Leading as an antiracist educator can take a physical, psychological and emotional toll. It is important to understand your limits and continue to care for yourself and community.

### RESOURCES

[Learning for Justice Speak Up at School Guide](#)

### REFLECTION/DISCUSSION QUESTIONS

1. As an aspiring antiracist educator, who is in your community? How do they sustain you and support your antiracist efforts?
2. What assumptions have you made about your colleagues' level of readiness to engage in conversations about antiracism? What are opportunities to rethink your perspective?
3. What should you consider when working with educators who demonstrate willingness to engage in conversations about antiracism?
4. What should you consider when working with educators who demonstrate resistance to engage in conversations about antiracism?
5. What perceptions do you have about antiracist educators? How does that impact how you show up as an antiracist educator?
6. Reflect on some of the ebbs and flows of being an antiracist educator. What can you learn from those moments?
7. After listening to the panelists, what values, dispositions, and skills do you believe are important to cultivate as an antiracist educator?

### ACTION

Antiracism education is difficult and should not be done in isolation. The sooner you find a community where you can grow and feel sustained, the more equipped you will be to engage in this work for the long haul. Here are some ways you can continue to work with and within an antiracist community.

- If you do not have formal support through your organization, develop a plan to continue the conversations with a trusted community. You can start by encouraging colleagues to visit [antiracistfuture.org](http://antiracistfuture.org) to learn more and join you on the journey.
- Get to work by finding opportunities to address the racist or biased thinking of those in your circle of influence.
- Identify what makes you feel nourished through your antiracism work. Find opportunities to get nourished, especially when the work becomes difficult.
- Stay engaged through our social channels so that you can connect with others.