

## MORE THAN A MOMENT: SUSTAINING ANTIRACIST EDUCATOR PRACTICES

### KEY IDEAS

- For antiracism education to gain traction in larger systems, faculty and staff must have a common understanding of key terms.
- Systems should shift from making professional learning about antiracism an option to making it foundational for all educators.
- Antiracism leadership can, and should, come from every position in a school system.

### KEY VOCABULARY

**Antiracist education:** According to the National Museum of African American History and Culture, “Antiracist education is a theory of learning and action to help us do the important work of dismantling racism in schools. It explicitly highlights, critiques, and challenges institutional racism. It addresses how racist beliefs and ideologies structure one-on-one interactions and personal relationships. It examines and challenges how institutions support and maintain disadvantages and advantages along racial lines.” CARE expands on this definition by examining how curriculum materials support or counter racism.

### RESOURCES

[Talk About Antiracist Education](#)

### REFLECTION/DISCUSSION QUESTIONS

1. What key terms does your system need to learn to push antiracism education forward?
2. Describe your system's current strategy for preparing antiracist educators? If you cannot do so, what strategic moves you would suggest?

3. How is professional learning used to sustain antiracism practice in your system? How effective is it? What would you modify?
4. What types of investments are required to move your system forward on its antiracism journey?
5. Think about some of the policies in your system. Which ones need to be revisited through an antiracist lens?
6. Identify an antiracist leader in your system. How are they successful? What can you learn from them?

### ACTION

[Creating just systems](#) is one of CARE's Antiracist Principles and there are many ways to work toward that effort. Here are a few ways you can act today.

- Identify policies that act as barriers to equitable participation of all students. Ask questions and brainstorm ways to make them antiracist.
- Mentor other educators who are on their antiracism journey.
- Identify and use curriculum that help students understand how everyday people took action to create large scale change.
- Check out [schooltalking.org](#) which offers tools for engaging in conversation for antiracism and equity in school communities.
- Stay engaged through our social channels or visit us at [antiracistfuture.org](#) as we continue to develop professional learning resources for antiracism education.